

2001 - 2002

OCCUPATIONAL OUTLOOK

S A N T A B A R B A R A C O U N T Y

A Product of

California Cooperative Occupational Information System

Sponsored by:

Workforce Resource Center
Workforce Investment Board
<http://www.workforceresource.com>

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<http://www.edd.cahwnet.gov>
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ACKNOWLEDGMENTS

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EMPLOYERS

The Workforce Resource Center (WRC) is grateful to the many employers throughout Santa Barbara County who took the time to respond to the survey, providing the information required to make this report possible.

EDD AND OTHER LOCAL PARTNERS

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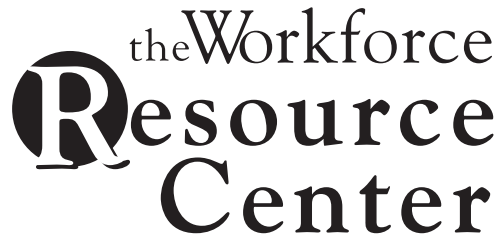
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The Workforce Resource Center is a one-stop employment connection where numerous agencies have joined forces to provide quality services to both job seekers and employers.

JOB SEEKER SERVICES

- ▼ Employment & Career Assistance
- ▼ Classes & Workshops
- ▼ Job Search Assistance
- ▼ Computer Resources
- ▼ Job Skills Assessment
- ▼ Resume Development
- ▼ Labor Market Information
- ▼ Career Exploration

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130 East Ortega Street
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1410 South Broadway
(805) 614-1550

EMPLOYER SERVICES

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- ▼ Employee Referrals
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- ▼ Recruitment Assistance
- ▼ Tax Credit Information
- ▼ Interviewing Facilities

TRAINING OPPORTUNITIES

- ▼ On-the-Job Training
- ▼ Work Culture Training
- ▼ Upgrade Training
- ▼ Work Experience
- ▼ LIFE - Local Investment For Employment

TABLE OF CONTENTS

Introduction	6
Types of Occupational Information Provided	7
Managerial & Administrative Occupational Profiles	12-27
Construction Managers (1999)	12
Financial Managers (1999)	14
General Managers and Top Executives (2000)	16
Industrial Production Managers (1999)	18
Nursery and Greenhouse Managers (2000)	20
Office Managers (2001)	22
Purchasing Managers (2000)	24
Storage and Distribution Managers (2000)	26
Professional, Paraprofessional and Technical Occupational Profiles	30-67
Computer Graphics Specialists (1999)	30
Computer Programmers, Including Aides (2000)	32
Computer Support Specialists (2001)	34
Cost Estimators (2000)	36
Human Resource Technicians (2001)	38
Instructional Aides (1999)	40
Internet Website Designers/Developers (Webmasters) (1999)	42
Lab Technicians - Winery (1999)	44
Licensed Vocational Nurses (2001)	46
Medical Records Technicians (2001)	48
Paralegal Personnel (2001)	50
Physical Therapists (2001)	52
Physicians' Assistants (1999)	54
Registered Nurses (2000)	56
Systems Analysts - Electronic Data Processing (1999)	58
Teachers - Elementary School (2001)	60
Teachers - Pre-school (1999)	62
Wholesale and Retail Buyers - Except Farm Products (2000)	64
Wine Fermenters (2000)	66
Sales and Related Occupational Profiles	70-73
Cashiers (2001)	70
Salespersons - Retail (2001)	72
Clerical and Administrative Occupational Profiles	76-97
Administrative Assistants (2000)	76
Bookkeeping, Accounting, and Auditing Clerks, including Bookkeepers (2001)	78
File Clerks (2001)	80
General Office Clerks (2000)	82
Hotel Desk Clerks (2001)	84
Insurance Policy Processing Clerks (1999)	86
Payroll and Timekeeping Clerks (2000)	88
Receptionists and Information Clerks (1999)	90
Secretaries, Except Legal and Medical (1999)	92
Tellers (2000)	94
Traffic, Shipping, and Receiving Clerks (2001)	96

TABLE OF CONTENTS

Service Occupational Profiles	100-117
Cooks - Restaurants (2000)	100
Cooks - Short Order (2001)	102
Dental Assistants (2000)	104
Home Health Aides (1999)	106
Janitors and Cleaners - Except Maids and Housekeeping Cleaners (1999)	108
Maids and Housekeeping Cleaners (2001)	110
Medical Assistants (1999)	112
Nurse Aides (2001)	114
Waiters and Waitresses (1999)	116
Agricultural, Forestry, Fishing and Related Occupational Profiles	120-127
Animal Health Technicians (1999)	120
Farmworkers - Farm and Ranch Animals (2000)	122
Farmworkers - Food and Fiber Crops (1999)	124
Graders and Sorters - Agricultural Products (2000)	126
Production, Construction, Operating and Maintenance Occupational Profiles...	130-151
Automotive Mechanics (2001)	130
Carpenters (2000)	132
Drywall Installers (1999)	134
Electricians (2001)	136
Farm Equipment Mechanics (1999)	138
Hand Packers and Packagers (1999)	140
Plumbers, Pipefitters and Steamfitters (2001)	142
Roofers (1999)	144
Truck Drivers-Heavy or Tractor Trailer (2000)	146
Truck Drivers, Light-Include Delivery and Route Workers (2000)	148
Welders and Cutters (1999)	150
Methodology	152
Summary of Occupational Information	154
Wage Summary	155
Training Providers	157

INTRODUCTION

The labor market information presented in this Occupational Outlook was collected and analyzed through the cooperative efforts of the California State Employment Development Department's (EDD) Labor Market Information Division (LMID) and the Workforce Resource Center of Santa Barbara County as part of the California Cooperative Occupational Information System (CCOIS) program. For more information on these agencies please refer to the URL's listed on the cover page.

CCOIS began as a pilot program in 1987 and as of 1996 encompasses all 58 Counties in the state. The Occupational Outlook report produced under CCOIS offer the only source of local, up-to-date occupational information. Information in the Occupational Summaries portion of this report, unless otherwise noted, applies specifically to Santa Barbara County. The data collected in this report was collected from July to November of 2001. Local users of occupational information selected the occupations presented for study. These users include program administrators, vocational planners and counselors, employers, and others.

Occupations are grouped into seven categories and found alphabetically by Occupational Employment Statistics (OES) titles. The titles and definitions are based on the OES dictionary published by the Bureau of Labor Statistics, May 1992.

The goal in gathering labor market information (LMI) is to match the labor needs of employers with the skills of job seekers and to provide occupational information to firms that want current classification of wage scales and employment trends for economic development purposes. The LMI program helps to accomplish these tasks by providing specific, localized and current information that can be used by local users, including employers, trainers, educators, economic development organizations, and job seekers, to make better training and labor market decisions. Some possible uses are listed below:

Career Decisions: Career counselors and job seekers can use this data to assist them in making informed occupational choices based on skills, abilities, interests, education and personal needs. The localized information is easy to read and includes employer requirements and preferences, wages, labor demand, and sources of employment and training.

Economic Development: Local government agencies and economic development organizations will find information on labor market, such as occupational size, expected growth rates, and wages, useful in determining the potential for business growth and development in Santa Barbara County.

Program Planning: This report provides local planners and administrators with employment, training, and placement data, as well as occupational size, wages, and projected growth rates. Program planners can use this data to evaluate, improve and eliminate programs, or to plan new programs.

Curriculum Design: Training providers can assess and update their curriculum based on current employer needs and projected trends, as indicated in this report.

Program Marketing: Training providers can effectively market their programs by informing students, employers, and others that the chances for job placement are greater because their training programs are developed using reliable local occupational data.

Human Resource Management: Small business owners and large corporate human resource directors alike can use this report to help determine competitive wages and benefits, improve their recruitment methods, and assess the availability of qualified workers for business relocation or expansion purposes.

State and Federal Legislative Mandates: The continuing nature of the program enables Santa Barbara County to acquire recent, detailed and accurate data on a number of occupations particularly germane to local needs. The coordination of the program at the State level facilitates the integration of this data for statewide use. In addition, the information provided by the LMI program meets requirements of federal and state legislation, including:

California Unemployment Insurance Code (CUIC)
The Workforce Investment Act of 1998 (WIA)
The Welfare to Work Act of 1997 (CalWorks)
Wagner-Peyser Act
Carl D. Perkins Vocational and Applied Technology Education Act
California Education Code



Types of Occupational Information Provided

The occupational assessments which follow contain a variety of useful information. Below is a discussion of key terms used in the assessments. The guidelines used for interpreting results are standard for all Workforce Investment Areas participating in the CCOIS program, lending consistency to area comparisons.

References to terms such as “all”, “almost all”, “most”, “many”, “some”, and “few” are based on the following criteria:

All Employers

100% of the survey respondents

Almost All Employers

80% up to, but not including 100% of the survey respondents

Most Employers

60% up to, but not including 80% of the survey respondents

Many Employers

40% up to, but not including 60% of the survey respondents

Some Employers

20% up to, but not including 40% of the survey respondents

Few Employers

Less than 20% of the survey respondents

Occupational Employment Statistics (OES):

The Occupational Profiles are grouped into the seven occupational categories of Managerial and Administrative Occupations, Professional, Paraprofessional, and Technical Occupations, Sales and Related Occupations, Clerical and Administrative Occupations, Service Occupations, Agricultural, Forestry, Fishing and Related Occupations and Production, Construction, Operating and Maintenance Occupations. Within each category the Occupational Profiles are ordered alphabetically by their Occupational Employment Statistics (OES) titles. The titles, definitions and coding are based on the California OES Dictionary published by the Bureau of Labor Statistics, May 1992. The occupations were selected for survey based on the needs of local users of occupational information.

Non-OES Occupations:

These occupations are listed by their Non-OES titles. These titles and definitions are approved by Labor Market Information Division (LMID) for this survey. After being researched and developed by local staff, LMID analysts assign an altered code.

Non-OES surveyed occupations also differ from OES occupations in that neither national or state survey information (staffing patterns) are available to estimate the distribution of the occupation by industry. Further,

LMID occupational forecasts are not prepared for these frequently smaller sized Non-OES occupations. Consequently the same stringent sample selection procedures and survey response goals cannot be as readily defined as with the broader OES occupation titles. These differences between OES and Non-OES defined occupations require that they be reported separately.

OCCUPATIONAL DEMAND AND PROJECTIONS

The Employment Development Department (EDD)/LMID, updates Projections and Planning Information for Santa Barbara County. Occupational Employment Projections Table 6 exhibits information relevant to size, projected openings, and employment trends for an OES occupation. The projections are for the period 1999-2006. In some cases, the projections may be based on a different OES code due to a variety of reasons. Such instances are noted on each occupational profile.

The occupational demand and projection information previously discussed is not available for the Non-OES occupations in this report.

Size

Occupational Size is the term used to describe the size of a particular occupation as it refers to its estimated number of workers in the occupation. Figures are based on the above referenced Projections and Planning Information report using the base year (1999) figures.

The following terms are used to characterize occupational size:

For occupations surveyed in 1999:

Small: .15 of total employment, less than 500 employed

Medium: .16-.30 of total employment, between 500 and 999 employed

Large: .31-.65 of total employment, between 1000 and 2000 employed

Very Large: .66 or more of total employment, over 2000 employed

We have updated projection information for occupations surveyed in 1999 & 2000 to reflect current data.

TYPES OF INFORMATION

OCCUPATIONAL DEMAND AND PROJECTIONS (cont.)

Where the Jobs Are

This chart of "where the jobs are" shows the industries employing each occupation. This information was compiled from the EDD/LMID, Santa Barbara County Occupational Forecast Table 4. This table includes employment by Standard Industrial Code (SIC) to determine principal employing industries for each occupation.

Employment Trend

Occupational Trend Rate is an overview of decline, stability or growth of job opportunities in relation to overall employment opportunities for the County. The following terms are applied to the occupational growth rates of this county:

Much faster than average = 1.50 times the average or more

Faster than average = 1.10 to but not including 1.50 times average

Average = .90 to but not including 1.10 times average

Slower than average = less than .90 times average

Remain stable = zero times the average

Slow decline = Less than zero

Supply and Demand

As reported by employers, the Supply and Demand refers to the relative difficulty the employers surveyed experience in hiring both inexperienced and experienced workers who meet their hiring standards. The information reported is calculated using a weighted average. From the job seekers perspective it also refers to the relative level of opportunity (competitiveness) for the applicant who is or would like to become part of this job market.

The following terms are used to define supply and demand:

Very Difficult

Employer demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

Moderately Difficult

Employer demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times and applicants may find little competition in their job search.

Not Difficult

Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

The source of filled vacancies for the past 12 months is reported for each occupation to indicate how many openings were due to employees leaving, new or temporary positions, or promotions.

WAGES AND BENEFITS

Wages

The wage data enable comparison of salary ranges across occupations. Wages are reported in rates per hour. The data are not intended to represent official prevailing wages. The ranges reported are based primarily on the employer surveys and contracts with unions. A few employers may also include other compensation such as bonuses and tips.

Wage data for program year 2001 was collected from July to November. In 2000, wage data was collected from July to October. In 1999, wage data was collected from June to November. Extreme wage responses are excluded. Results, including the range of high and low wages and the median are reported for three occupational levels, defined as follows:

Entry level/No Experience:

Wages paid to persons trained but without paid experience in the occupation.

Experience/New to Firm:

Wages paid to journey-level or experienced persons just starting at the firm.

3+ Yrs. Experience with Firm:

Wages generally paid to persons with three years journey-level experience at the firm.

Union wage data is not tabulated separately if the number of union employees is less than 20% of the total employers surveyed. However, any significant differences are noted in the narrative below the wage table. When union employment represents 20% or more of the employers surveyed, separate wage ranges and medians are listed.

Due to the diversity of Santa Barbara County, wages are reported separately for North and South County. If less than 3 employers responded from a specific region, wage information is not reported, although significant differences may be noted if possible. Union and non-union wages are combined for both North and South County. For the purposes of this study, all employers north of Gaviota will comprise North County and all employers south of and including Gaviota will comprise South County. For occupations surveyed in North and South County areas, extreme wage responses are included in the wage range reported.

Although wages are shown to the nearest cent for ease of comparison, the reader should not interpret this as an indication of precision.

For the purposes of this study, full-time hours will be defined as ranging from 35-40 hours weekly. Any exceptions to this will be noted in the narrative below

the Wages and Benefits section. The percentage of part-time, temporary or on-call status will also be noted but the specific number of hours worked will not be reported (these will be less than 35 hours weekly).

Benefits

The benefits offered and paid by local employers, by the employee or share of cost (in terms of percentage of frequency) are presented. These ratios and figures are tabulated by the overall number of employers responding to the benefits questions from the survey as opposed to the total number of employers sampled. It is important to keep in mind that some employers may require a waiting or probationary period before some or all benefits go into effect.

Male/Female Percentage

This data illustrates the percentage of male/female employees for the positions reported who participated in this study.

If females comprise less than 25% of the positions in an occupation, the occupation is considered a non-traditional job for women.

If males comprise less than 25% of the positions in an occupation, the occupation is considered a non-traditional job for men.

Promotional Opportunities

The promotional opportunities for employees for each occupation surveyed are listed as reported by employers.

Recruitment Methods

Employers identified the recruitment methods that are primarily used by their firm. The percentage for each method of recruitment is indicated for each occupation.

Training, Experience, and Other Requirements

This section presents results on educational levels and training, experience, and skills that the responding employers prefer in the employees they hire. This section may be used to assist career and job counselors in evaluating the amount of time required for entry level education, training and experience.

While minimum educational requirements have been shown as employers expressed them, these educational requirements are not always essential for the performance of job duties. Because the lack of education will create a barrier with some employers, employers' educational statements have been included in this report.

In 1999, the experience reported is a range of months required by employers. In 2000 and 2001, experience is reported as an average of months required by employers

TYPES OF INFORMATION

Skills

The job qualifications and work skills information in this section should be interpreted with care. In many cases the skills listed represent relatively general “skill areas,” e.g., the “ability to communicate effectively.” In such cases the specific skills or skill clusters are not specified, and results should be interpreted by representing the areas of competence employers perceive to be important rather than more detailed “job specific competencies for job entry.” However, the user interested in identifying the specific skill and qualification needed for job entry should find these results useful in narrowing the focus of further inquiry.

Employers indicated what new skills will be needed to perform the functions of each occupation. In 2001, the most important skills are listed but not ranked, as reported on www.Olmis.org. In 2000, six basic skills were ranked from “most important” to “least important”. For 1999, five technical skills, physical abilities or other qualifications for each occupation were ranked from “most important” to “least important”.

Training Providers

Each occupational profile lists the local providers that offer training appropriate to that occupation. Please see the training provider directory on pages 157-158 for more details on each training provider.

The Employment Development Department (EDD) does not endorse the schools and training providers listed in this report. Please note that training programs may change frequently and we recommend contacting the schools to verify the information listed in the profile.



**NEXT
OCCUPATIONAL
PROFILES**

MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS

Construction Managers
Financial Managers
General Managers and Top Executives
Industrial Production Managers
Nursery and Greenhouse Managers
Office Managers
Purchasing Managers
Storage and Distribution Managers

12 CONSTRUCTION MANAGERS



OES Code: 150170

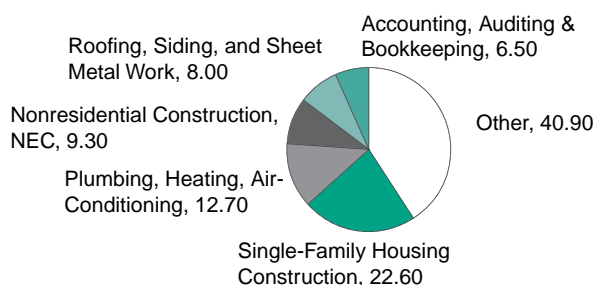
Construction Managers plan, organize, direct, control, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems, including specialized construction fields, such as carpentry or plumbing. Does not include general managers of large construction contracting firms.

EMPLOYMENT TRENDS

Occupation Size: 249 - 496 Medium

Male/Female Percentage: Employers reported that 96% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 100
New: 60
Due to Separations: 40

Projections:

Employer Findings: Many employers in this study project employment for this occupation to grow over the next two years.

EDD Projections: The new job trend rate for Construction Managers is 20.7%, which is growing faster than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies:

During the last 12 months, most of the vacancies filled were created by new positions and a few resulted from turnover or promotions.

Recruitment Methods:

In-House Promotion or Transfer	50%
Employee Referrals	72%
Newspaper Ads	33%

Promotional Opportunities: Some employers reported that Construction Managers may be promoted to:

- Facilities Managers
- Supervising Partners
- Operations Managers
- VP Superintendents

EMPLOYER REQUIREMENTS

Education: Almost all employers require a high school diploma or the equivalent and a few require a bachelor degree.

Experience/Training: Almost all responding employers require 6-48 months of work-related experience, primarily in any construction, but some will substitute training for experience.

Most Important Skills:

- Supervisory Skills
- Work under pressure
- Plan and organize others work
- Identify and solve problems
- Inspect and approve work
- Ensure compliance with job specifications

WAGES AND BENEFITS

SANTA BARBARA COUNTY - Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$ 9.50 - 15.00	\$13.81
Experience/New to Firm	\$13.50 - 25.00	\$20.00
3+ Yrs. Experience with Firm	\$18.00 - 31.16	\$25.00

SANTA BARBARA COUNTY - Union

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$ 9.59 - 27.95	\$19.18
3+ Yrs. Experience with Firm	\$17.26 - 43.00	\$27.95

NORTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$10.00 - 23.97	\$19.59
3+ Yrs. Experience with Firm	\$19.18 - 31.16	\$22.50

SOUTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$ 9.59 - 27.95	\$20.00
3+ Yrs. Experience with Firm	\$17.26 - 28.77	\$25.00

Employer Profile: 20 employers supplied the data for this occupation, 6 from North County and 14 from South County, representing a total of 85 positions. Of the positions reported, 99% were full-time and 1% were temporary or on-call. A few employers reported full-time hours may be as high as 50 per week.

Wage Notes: Union wages were reported by 25% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	55%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, 0% was not collected in 1999.			
Dental	35%	0%				
Vision	15%	0%				
Life	25%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	55%	0%				
Vacation	65%	0%				
Retirement	30%	0%				
Child Care	5%	0%				

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

Antioch University, Santa Barbara

Programs: Business Administration and Management

University of LaVerne, VAFB

Programs: Business Administration and Management

Chapman University Academic Center, VAFB

Programs: Business Administration and Management

University of California, Santa Barbara

Programs: Business Administration and Management

University of California Extension, Santa Barbara

Programs: Business Administration and Management
Management Science



OES Code: 130020

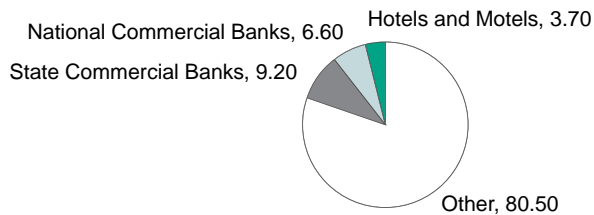
Financial Managers plan, organize, direct, control, or coordinate the financial activities of an organization. Please include managers in banks or similar financial institutions who advise on credit and investment policy or negotiate general policy with financial or other institutions.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1,077 Large

Male/Female Percentage: Employers reported that 53% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 220
 New: 110
 Due to Separations: 110

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Financial Managers is 11.1%, which is growing at a slower rate when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Supply of qualified applicants is somewhat greater than demand. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover, some were temporary positions and a few were from new positions or resulted from promotions.

Recruitment Methods:

In-House Promotion or Transfer	56%
Employee Referrals	48%
Newspaper Ads	76%

Promotional Opportunities: Most employers reported that Financial Managers may be promoted to:

- Chief Executive Officers
- Senior Managers
- Vice-Presidents
- Partners

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a bachelor degree and a few require either a high school diploma or an associate degree.

Experience/Training: Most responding employers require 12-60 months of work-related experience, primarily in accounting, but most will substitute training for experience.

Most Important Skills:

- Bilingual
- QuickBooks
- Work independently
- Keep accurate records
- Produce detailed financial reports
- Select appropriate techniques to minimize loss

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 21.58	\$12.08
Experience/New to Firm		\$ 6.00 - 38.36	\$18.52
3+ Yrs. Experience with Firm		\$ 6.00 - 45.55	\$23.01
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 6.00 - 31.16	\$18.52
3+ Yrs. Experience with Firm		\$ 6.00 - 36.43	\$23.01
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$10.00 - 38.36	\$20.51
3+ Yrs. Experience with Firm		\$14.75 - 45.55	\$21.31

Employer Profile: 27 employers supplied the data for this occupation, 11 from North County and 16 from South County, representing a total of 96 positions. Of the positions reported, 97% were full-time and 3% were part-time.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	56%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	33%	0%				
Vision	19%	0%				
Life	44%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	93%	0%				
Vacation	96%	0%				
Retirement	0%	0%				
Child Care	7%	0%				

Other Benefits: Other employer-specified benefits include tuition reimbursement, accidental death and dismemberment insurance and a cafeteria plan.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Accounting Technician

Center For Employment Training, Santa Maria
Programs: Finance, General

GENERAL MANAGERS AND TOP EXECUTIVES



OES Code: 190050

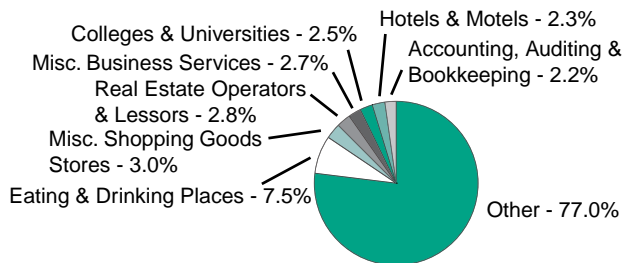
General Managers and Top Executives include both top and mid-level managers whose duties and responsibilities are too diverse and general in nature to be classified in any functional or line area of management and administration. These managers generally work through departmental or subordinate executives. Does not include managers of smaller establishments who typically engage in the same activities as the workers they supervise.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 79% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 1140
 New: 600
 Due to Separations: 540

Projections:

Employer Findings: All employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for General Managers, Top Executives is 14.5%, which is average when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced applicants and very difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were created by turnover, few were new positions, or resulted from promotions.

Recruitment Methods:

In-House Promotion or Transfer	67%
Employee Referrals	47%
Private Employment Agencies	47%

Promotional Opportunities: Some employers reported that General Managers, Top Executives, may be promoted to:

- Vice President
- Assistant to Director
- Operations Manager

EMPLOYER REQUIREMENTS

Education: Most employers require a Bachelors Degree.

Experience/Training: Almost all responding employers require an average of 54 months of work-related experience, primarily in management, but some will substitute training for experience.

Most Important to Least Important Skills:

- Apply interpersonal communication techniques
- Comprehend, apply, and communicate technical information
- Prepare reports
- Speak in public
- Apply Business Management concepts
- Apply cultural knowledge in managing workers

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 9.59 - 9.59	\$ 9.59
Experience/New to Firm		\$ 9.09 - 47.95	\$27.57
3+ Yrs. Experience with Firm		\$14.38 - 57.53	\$35.96
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 9.09 - 47.95	\$18.15
3+ Yrs. Experience with Firm		\$14.38 - 57.53	\$21.50
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$14.38 - 47.95	\$30.28
3+ Yrs. Experience with Firm		\$20.78 - 57.53	\$40.27

Employer Profile: 16 employers supplied the data for this occupation, 6 from North County and 10 from South County, representing a total of 43 positions. Of the positions reported, 100% were full-time. Some employers reported that hours exceed 40 per week and may be as high as 70.

Wage Notes: All wages reported were non-union.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	38%	0%	63%	0%	0%	0%
Dental	50%	0%	31%	0%	0%	0%
Vision	50%	0%	25%	0%	0%	0%
Life	63%	0%	13%	0%	13%	0%
Other	0%	0%	0%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	94%	0%	0%	0%	0%	0%
Vacation	94%	0%	0%	0%	0%	0%
Retirement	56%	0%	19%	0%	13%	0%
Child Care	0%	0%	0%	0%	13%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Business Admin. & Mgt, General

Antioch University

Programs: Business Admin. & Mgt, General

Santa Barbara Business College

Programs: Business Admin. & Mgt, General

Santa Barbara City College, Santa Barbara

Programs: Business Admin. & Mgt, General

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara

Programs: Business Admin. & Mgt, General

University of California Extension, Santa Barbara

Programs: Business Admin. & Mgt, General

University of La Verne, Vandenberg A.F.B.

Programs: Business Admin. & Mgt, General

University of Santa Barbara, Santa Barbara

Programs: Business Admin. & Mgt, General

Westmont College, Santa Barbara

Programs: Business Admin. & Mgt, General



OES Code: 150140

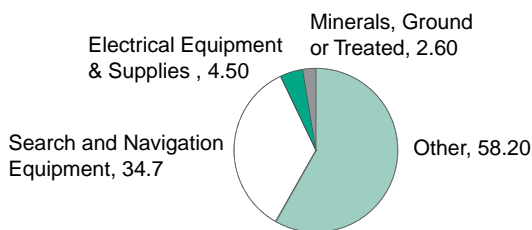
Industrial Production Managers plan, organize, direct, control, or coordinate the operational (line) activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 71% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 40
 New: 10
 Due to Separations: 30

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Industrial Production Managers is 4.2%, which is growing slower than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by promotions or new positions, and some resulted from turnover.

Recruitment Methods:

In-House Promotion or Transfer	72%
Employee Referrals	56%
Newspaper Ads	61%

Promotional Opportunities: Most employers reported that Industrial Production Managers may be promoted to:

- Plant Managers
- V.P. of Operations
- Quality Directors
- Manufacturing Managers

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and some require an associate or bachelor.

Experience/Training: Almost all responding employers require 12-60 months of work-related experience, primarily in manufacturing, but a few will substitute training for experience.

Most Important Skills:

- People Management
- Budgeting
- Plan and organize others work
- Work under pressure
- Direct and coordinate processing
- Determine staffing needs/work procedures

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$10.00 - 15.34	\$12.67
Experience/New to Firm		\$10.00 - 31.96	\$19.18
3+ Yrs. Experience with Firm		\$12.00 - 34.52	\$23.97
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$10.00 - 28.77	\$17.05
3+ Yrs. Experience with Firm		\$12.00 - 33.56	\$19.18
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$14.38 - 31.96	\$21.58
3+ Yrs. Experience with Firm		\$16.78 - 34.52	\$24.93

Employer Profile: 19 employers supplied the data for this occupation, 8 from North County and 11 from South County, representing a total of 54 positions. Of the positions reported, 100% were full-time. A few employers reported full-time hours exceeded 40 hours per week and may be as high as 50 hours.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	47%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	42%	0%				
Vision	16%	0%				
Life	68%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	79%	0%	6%	12%	0%	0%
Vacation	84%	0%	12%	12%	0%	0%
Retirement	32%	0%	12%	12%	0%	0%
Child Care	0%	0%	12%	6%	0%	0%

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

No training providers available at this time.



OES Code: 150310

Nursery and Greenhouse Managers plan, organize, direct, control, or coordinate activities of workers engaged in propagating, cultivating, and harvesting horticultural specialties, such as trees, shrubs, flowers, mushrooms, and other plants. Work may involve training new employees in gardening techniques, inspecting facilities for signs of disrepair, and delegating repair duties of staff.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 55% of the positions were filled by females.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and not difficult to find inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

Source of Filled Vacancies: During the last 12 months, some of the vacancies filled were created by turnover, new positions, or promotions.

Recruitment Methods:

In-House Promotion or Transfer	50%
Employee Referrals	100%
Walk-in Applicants	50%

Promotional Opportunities: Many employers reported that Nursery and Greenhouse Managers may be promoted to:

- Foreman
- Vice-president

Projected Openings: N/A

New: N/A
Due to Separations: N/A

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Nursery and Greenhouse Managers is not available. The average growth rate is 14.1% for jobs in the county.

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and a few require college.

Experience/Training: Most responding employers require an average of 30 months of work-related experience, but some will substitute training for experience.

Most Important to Least Important Skills:

- Diagnose/solve agricultural production problems
- Apply plant propagation principles
- Coordinate production materials and processes
- Apply hazardous materials information
- Use spreadsheet software
- Comprehend, apply, and communicate technical information

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 7.67	\$ 6.00
Experience/New to Firm		\$ 5.75 - 19.61	\$ 9.00
3+ Yrs. Experience with Firm		\$ 6.75 - 28.77	\$11.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 6.00 - 17.26	\$ 9.13
3+ Yrs. Experience with Firm		\$ 7.00 - 23.01	\$13.75
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 7.67	\$ 6.38
Experience/New to Firm		\$ 5.75 - 19.61	\$ 9.00
3+ Yrs. Experience with Firm		\$ 6.75 - 28.77	\$11.00

Employer Profile: 15 employers supplied the data for this occupation, 4 from North County and 11 from South County, representing a total of 112 positions. Of the positions reported, 91% were full-time and 9% were part-time.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All			Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T		F/T	P/T	F/T	P/T	F/T	P/T
Medical	67%	0%	20%	0%	7%	0%		67%	0%	7%	0%	7%	0%
Dental	20%	0%	13%	0%	13%	0%		73%	0%	0%	0%	7%	0%
Vision	13%	0%	0%	0%	13%	0%		20%	0%	13%	0%	7%	0%
Life	47%	0%	13%	0%	7%	0%		0%	0%	0%	0%	7%	0%
Other	0%	0%	0%	0%	0%	0%							
							Sick Leave	67%	0%	7%	0%	7%	0%
							Vacation	73%	0%	0%	0%	7%	0%
							Retirement	20%	0%	13%	0%	7%	0%
							Child Care	0%	0%	0%	0%	7%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Agricultural Business & Management,
 General



Non-OES Code: 169167998

Office Managers coordinate activities of clerical personnel in organization: Analyzes and organizes office operations and procedures, such as typing, filing, preparation of payroll, requisition of supplies, and other clerical services. Evaluates office production, revises procedures, or devises new forms to improve efficiency of workflow. Establishes uniform correspondence procedures and style practices. Coordinates activities of various clerical departments or workers within department. Reviews clerical and personnel records to ensure completeness, accuracy, and timeliness. May prepare organizational budget and monthly financial reports. May hire, train, and supervise clerical staff. May compile, store, and retrieve managerial data, using computer.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 79% of the positions were filled by females.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, most of the vacancies were created by employees leaving and some were new positions.

Recruitment Methods:

In-House Promotion or Transfer	65%
Employee Referrals	65%
Newspaper Ads	41%

Promotional Opportunities: Some employers reported that Office Managers may be promoted to:

- Assistant Manager
- Manager
- General Manager

Projected Openings: N/A

New: N/A
Due to Separations: N/A

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Office Managers is not available. The average growth rate is 14.1% for all jobs in the county.

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and a few require a bachelor degree.

Experience/Training: Most responding employers require an average of 26 months of previous work experience in this occupation, but some are willing to substitute training for experience.

Most Important Skills:

- Apply business management concepts
- Communicate verbally/writing
- Follow/give instructions
- Interview and hire workers
- Maintain safe work environment
- Manage personnel/human resources

WAGES AND BENEFITS

	RANGE	MEDIAN
SANTA BARBARA COUNTY		
Entry Level/No Experience	\$ 6.50 - 16.78	\$10.00
Experience/New to Firm	\$ 7.50 - 18.22	\$14.06
3+ Yrs. Experience with Firm	\$ 8.25 - 20.00	\$15.00
NORTH COUNTY		
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$ 7.50 - 18.22	\$12.00
3+ Yrs. Experience with Firm	\$ 8.25 - 20.00	\$15.00
SOUTH COUNTY		
Entry Level/No Experience	\$10.00 - 16.78	\$14.38
Experience/New to Firm	\$11.00 - 23.97	\$15.42
3+ Yrs. Experience with Firm	\$12.00 - 28.77	\$16.62

Employer Profile: 17 employers supplied the data for this occupation, 11 from North County and 6 from South County, representing a total of 24 positions. Of the positions reported, 96% were full-time and 4% were part-time. Full-time hours can range from 36 to 42 hours per week.

Wage Notes: Union wages were reported by 6% of the employers. Union employers generally pay at the high end of all wage ranges.

Benefits:	Employer Pays All				Employee Pays All	
	P/T	P/T	P/T	P/T	P/T	P/T
Medical	47%	0%	29%	0%	6%	0%
Dental	35%	0%	18%	0%	6%	0%
Vision	29%	0%	12%	0%	6%	0%
Life	59%	0%	12%	0%	6%	0%

	Employer Pays All Shared Cost				Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	76%	0%	12%	0%	0%	0%
Vacation	82%	0%	12%	0%	0%	0%
Retirement	18%	0%	35%	0%	0%	0%
Child Care	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Adizes Graduate School, Santa Barbara
 Programs: Business Admin. & Mgmt., Other

Allan Hancock College, Santa Maria
Programs: Business Admin. & Mgmt., Gen.

Antioch University, Santa Barbara
Programs: Business Admin. & Mgmt., Gen.

Chapman University, Vandenberg A.F.B.
 Programs: Business Admin. & Mgmt., Gen.
 Business Admin. & Mgmt., Other

Santa Barbara Business College, Santa Barbara and Santa Maria
Programs: Business Admin. & Mgmt., Gen.
 Business Admin. & Mgmt., Other

Santa Barbara City College, Santa Barbara
Programs: Business Admin. & Mgmt., Gen.

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
Programs: Business Admin. & Mgmt., Gen.

University of LaVerne, Vandenberg A.F.B.
Programs: Business Admin. & Mgmt., Gen.



OES Code: 130080

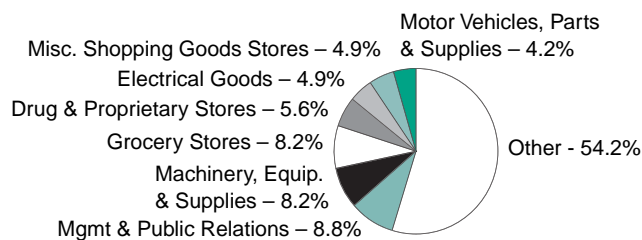
Purchasing Managers plan, organize, direct, control, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products or services. Please include wholesale or retail trade merchandising managers.

EMPLOYMENT TRENDS

Occupation Size: 249 - 496 Medium

Male/Female Percentage: Employers reported that 63% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 90
 New: 40
 Due to Separations: 50

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Purchasing Managers is 14.8%, which is average when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced applicants and very difficult to find inexperienced applicants. Employer demand is considerably to somewhat greater than supply. Applicants may encounter little or no competition in their job search.

Source of Filled Vacancies: During the last 12 months, all of the vacancies filled resulted from promotions.

Recruitment Methods:

Newspaper Ads	76%
Employee Referrals	65%
In-House Promotion or Transfer	53%

Promotional Opportunities: Many employers reported that Purchasing Managers may be promoted to:

- Director of Operations
- Vice President of Operations
- Assistant Controller
- Assistant Finance Director
- Planning Manager

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and some require a college degree.

Experience/Training: Most responding employers require an average of 34 months of work-related experience, primarily in purchasing, but some will substitute training for experience.

Most Important to Least Important Skills:

- Apply interpersonal communication techniques
- Follow and give instructions
- Use appraisal techniques when purchasing or trading
- Manage inventories and supplies
- Use computers to organize and locate parts and inventory
- Develop marketing strategy

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 8.00 - 24.69	\$16.35
Experience/New to Firm		\$10.00 - 31.47	\$19.18
3+ Yrs. Experience with Firm		\$10.50 - 39.31	\$21.58
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$10.50 - 19.18	\$13.04
3+ Yrs. Experience with Firm		\$10.50 - 28.77	\$17.83
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$10.00 - 31.47	\$21.58
3+ Yrs. Experience with Firm		\$14.00 - 39.31	\$23.97

Employer Profile: 17 employers supplied the data for this occupation, 4 from North County and 13 from South County, representing a total of 24 positions. Of the positions reported, 100% were full-time. Some employers reported that full-time hours may exceed 40 per week and may be as high as 50.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All			Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T		F/T	P/T	F/T	P/T	F/T	P/T
Medical	35%	0%	65%	0%	0%	0%		Sick Leave	76%	0%	6%	0%	0%
Dental	36%	0%	41%	0%	0%	0%		Vacation	82%	0%	12%	0%	0%
Vision	24%	0%	41%	0%	0%	0%		Retirement	29%	0%	35%	0%	18%
Life	59%	0%	18%	0%	0%	0%		Child Care	0%	0%	0%	0%	100%
Other	0%	0%	6%	0%	0%	0%							

Other Benefits: Other employer-specified benefits include AFLAC.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Business Admin. & Mgt, General
Antioch University
 Programs: Business Admin. & Mgt, General
Santa Barbara Business College
 Programs: Business Admin. & Mgt, General
Santa Barbara City College, Santa Barbara
 Programs: Business Admin. & Mgt, General
Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
 Programs: Business Admin. & Mgt, General

University of California Extension, Santa Barbara
 Programs: Business Admin. & Mgt, General
University of La Verne, Vandenberg A.F.B.
 Programs: Business Admin. & Mgt, General
University of Santa Barbara, Santa Barbara
 Programs: Business Admin. & Mgt, General
Westmont College, Santa Barbara
 Programs: Business Admin. & Mgt, General



Non-OES Code: 150230999

Storage and Distribution Managers plan, directs and coordinates the activities of workers, such as forklift operators, shipping clerks, and material movers, engaged in storage and distribution of materials and products. Their duties include use of manual or electronic means to establish and maintain operational procedures for verification of incoming and outgoing shipments, handling and disposition of merchandise, and maintaining of warehouse inventories. They work with other Department Heads to coordinate activities with needs in production, sales and purchasing. They plan and oversee facilities and equipment maintenance and repair.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 85% of the positions were filled by males.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled resulted from promotions and many were created by turnover.

Recruitment Methods:

Newspaper Ads	71%
In-House Promotion or Transfer	64%
Employee Referrals	57%

Promotional Opportunities: Most employers reported that Storage and Distributions Managers may be promoted to:

- General Manager
- Plant Manager
- Production Assistant
- President of Operations
- Material Planning

Projected Openings: N/A
 New: N/A
 Due to Separations: N/A

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Storage and Distribution Managers is not available. The average growth rate is 14.1% for jobs in the county.

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and a few require a college degree.

Experience/Training: Most responding employers require an average of 25 months of work-related experience, primarily in warehousing, but many will substitute training for experience.

Most Important to Least Important Skills:

- Manage inventory
- Organize goods
- Apply interpersonal communication techniques
- Organize & work with detailed office or warehouse needs
- Apply cultural knowledge in managing workers
- Follow and give instructions

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.50 - 9.11	\$ 9.00
Experience/New to Firm		\$ 7.00 - 22.30	\$10.78
3+ Yrs. Experience with Firm		\$10.00 - 24.93	\$13.44
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.50 - 9.00	\$ 7.00
Experience/New to Firm		\$ 7.50 - 15.98	\$10.62
3+ Yrs. Experience with Firm		\$10.00 - 22.37	\$12.25
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 7.00 - 22.30	\$14.87
3+ Yrs. Experience with Firm		\$10.00 - 24.93	\$13.19

Employer Profile: 16 employers supplied the data for this occupation, 8 from North County and 8 from South County, representing a total of 20 positions. Of the positions reported, 100% were full-time. Some employers reported full-time hours exceed 40 per week and may be as high 60.

Wage Notes: Union wages cover only a few of the employees. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	63%	0%	31%	0%	0%	0%
Dental	44%	0%	25%	0%	6%	0%
Vision	31%	0%	31%	0%	0%	0%
Life	56%	0%	6%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	75%	0%	0%	0%	0%	0%
Vacation	94%	0%	6%	0%	0%	0%
Retirement	44%	0%	31%	0%	6%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Business Admin. & Mgt, General
Antioch University
 Programs: Business Admin. & Mgt, General
Santa Barbara Business College
 Programs: Business Admin. & Mgt, General
Santa Barbara City College, Santa Barbara
 Programs: Business Admin. & Mgt, General
Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
 Programs: Business Admin. & Mgt, General

University of California Extension, Santa Barbara
 Programs: Business Admin. & Mgt, General
University of La Verne, Vandenberg A.F.B.
 Programs: Business Admin. & Mgt, General
University of Santa Barbara, Santa Barbara
 Programs: Business Admin. & Mgt, General
Westmont College, Santa Barbara
 Programs: Business Admin. & Mgt, General

PROFESSIONAL, PARAPROFESSIONAL AND TECHNICAL OCCUPATIONS

Computer Graphics Specialists
Computer Programmers, Including Aides
Computer Support Specialists
Cost Estimators
Human Resource Technicians
Instructional Aides
Internet Website Designers/Developers (Webmasters)
Lab Technicians - Winery
Licensed Vocational Nurses
Medical Records Technicians
Paralegal Personnel
Physical Therapists
Physicians' Assistants
Registered Nurses
Systems Analysts - Electronic Data Processing
Teachers - Elementary School
Teachers - Pre-school
Wholesale and Retail Buyers - Except Farm Products
Wine Fermenters



Non-OES Code: 030064997

Computer Graphics Specialists create computer graphic designs and artwork to illustrate subject consumption of materials, products, or services, and to influence others in their opinions of individuals, organizations, products or services. Graphics and artwork are created with computer modeling and graphics software. They may edit, add color, texture, and motion to graphics with a computer.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 52% of the positions were filled by males.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover or new positions and a few resulted from promotions.

Recruitment Methods:

Employee Referrals	74%
Newspaper Ads	63%
Walk-in Applicants	37%

Promotional Opportunities: Most employers reported that Computer Graphics Specialists may be promoted to:

- Supervisors
- Managers
- Directors

Projected Openings: N/A
 New: N/A
 Due to Separations: N/A

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Computer Graphics Specialists is not available. The average growth rate is 14.1% for jobs in the county.

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have either a high school diploma or the equivalent or an associate degree and a few require a bachelor degree.

Experience/Training: Almost all responding employers require 6-24 months of work-related experience, primarily in graphics design, but many will substitute training for experience.

Most Important Skills:

- Knowledge of digital printing
- Microsoft Publisher
- Be detail-oriented
- Work under pressure
- Understand layout and design concepts
- Organize and manage time effectively

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 9.00 - 9.00	\$ 9.00
Experience/New to Firm		\$ 6.00 - 28.77	\$11.99
3+ Yrs. Experience with Firm		\$ 6.00 - 30.00	\$15.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 6.00 - 19.18	\$11.25
3+ Yrs. Experience with Firm		\$ 6.00 - 20.00	\$15.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 7.00 - 28.77	\$11.50
3+ Yrs. Experience with Firm		\$10.00 - 30.00	\$15.00

Employer Profile: 18 employers supplied the data for this occupation, 7 from North County and 11 from South County, representing a total of 64 positions. Of the positions reported, 67% were full-time, 31% were part-time and 2% were temporary or on-call.

Wage Notes: Union wages were reported by 5% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	37%	5%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	21%	0%				
Vision	16%	0%				
Life	16%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	53%	16%				
Vacation	58%	21%				
Retirement	32%	5%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Applied Design - 3D Computer Animation
Applied Design - Multimedia Arts and Communication

Computer Careers, Santa Maria

Programs: Graphic Design, Commercial Art and Illustration

Santa Barbara City College, Santa Barbara

Programs: Graphic Design, Commercial Art and Illustration

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: Film/TV/Video Production

Santa Barbara County Regional Occupational Program, Santa Barbara

Programs: Video Production

Tom Buhl Computing, Santa Barbara

Programs: Desktop Publishing Equipment Op.
Graphic Design, Commercial Art & Illustration

University of California Extension, Santa Barbara

Programs: Graphic Design, Commercial Art & Illustration

University of California, Santa Barbara

Programs: Film, Video, and Photographic Arts



OES Code: 251051

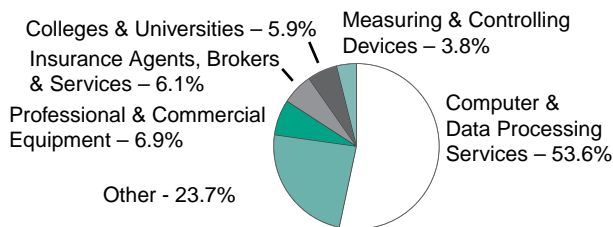
Computer Programmers, including Aides convert symbolic statements of administrative data, business, scientific, engineering, and other technical problem formulations into detailed logical flow charts for coding into computer language. They develop and write computer programs to store, locate, and retrieve specific documents, data, and information.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1,077 Large

Male/Female Percentage: Employers reported that 75% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 290
 New: 110
 Due to Separations: 180

Projections:

Employer Findings: Most employers in this study project employment for this occupation to grow over the next two years.

EDD Projections: The new job trend rate for Computer Programmers is 14.5%, which is average when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced and inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were new positions, some were created by turnover, and a few resulted from promotions or temporary positions.

Recruitment Methods:

Colleges/Universities	56%
Employee Referrals	67%
Colleges/Universities	56%

Promotional Opportunities: All employers reported that Computer Programmers may be promoted to:

- Manager
- Supervisor
- Senior Software Developer
- Software Engineer

EMPLOYER REQUIREMENTS

Education: Some employers require recent hires to have a high school diploma or the equivalent or an Associate's Degree and many require a Bachelor's Degree.

Experience/Training: Most responding employers require an average of 18 months of work-related experience, primarily in programming, but many will substitute training for experience.

Most Important to Least Important Skills:

- Design computer programs & programming tools
- Apply computer science principles
- Work as a team member
- Apply computer network technology
- Prepare reports
- Apply advanced technical math (Trig., Calculus, Statistics)

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.50 - 11.51	\$ 9.30
Experience/New to Firm		\$ 7.00 - 30.00	\$20.38
3+ Yrs. Experience with Firm		\$15.00-40.00	\$27.57
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 9.00 -11.51	\$ 9.59
Experience/New to Firm		\$12.00-28.77	\$21.58
3+ Yrs. Experience with Firm		\$15.00-40.00	\$28.77

Employer Profile: 10 employers supplied the data for this occupation, 1 from North County and 9 from South County, representing a total of 129 positions. Of the positions reported, 89% were full-time, 10% were part-time, and 1% were temporary or on-call. Some employers reported that full-time hours exceed 40 per week and may be as high as 45.

Wage Notes: All wages reported were non-union.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	70%	0%	30%	20%	0%	0%
Dental	70%	0%	20%	20%	10%	0%
Vision	20%	0%	0%	10%	0%	0%
Life	80%	10%	0%	20%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	90%	10%	0%	10%	0%	0%
Vacation	90%	10%	10%	10%	0%	0%
Retirement	70%	0%	10%	20%	10%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Computer & Info. Sciences, General

Atlas Computer Careers

Programs: Computer & Info. Sciences, General

Chapman University Academic Center

Programs: Computer & Info. Sciences, General

Computer Careers, Santa Maria

Programs: Computer & Info. Sciences, General

Computer Support Services

Programs: Computer Programming
Computer & Info. Sciences, General

Lompoc Unified Adult School, Lompoc

Programs: Computer & Info. Sciences, General

Santa Barbara City College

Programs: Computer & Info. Sciences, General

University of California, Santa Barbara

Programs: Computer & Info. Sciences, General



OES Code: 251040

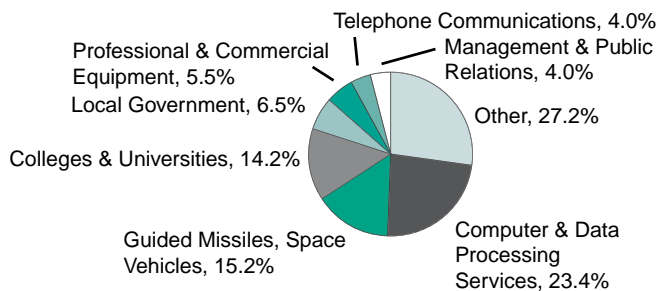
Computer Support Specialists provide technical assistance and training to computer system users. Investigate and resolve computer software and hardware problems of users. Answer clients' inquiries in person and via telephone concerning the use of computer hardware and software, including printing, word processing, programming languages, electronic mail, and operating systems.

EMPLOYMENT TRENDS

Occupation Size: 249 - 496 Medium

Male/Female Percentage: Employers reported that 56% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 280
 New: 260
 Due to Separations: 20

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Computer Support Specialists is 59.1%, which is much faster than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced applicants and very difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, most vacancies were created by new positions, some were created by employees leaving, and a few resulted from promotions.

Recruitment Methods:

In-House Promotion or Transfer	56%
Employee Referrals	50%
Newspaper Ads	81%

Promotional Opportunities: Many employers reported that Computer Support Specialists may be promoted to:

- Specialist I, II, III
- Systems Analyst II
- Technical Lead
- Senior Engineer

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and some require an associate degree.

Experience/Training: Most responding employers require an average of 23 months of previous work experience in this occupation, but many are willing to substitute training for experience.

Most Important Skills:

- Apply computer science principles
- Evaluate computer system user requests
- Generate data processing information
- Read/understand operating manuals
- Test/troubleshoot computer programs/systems

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 8.50 - 19.18	\$14.63
Experience/New to Firm		\$15.00 - 22.48	\$18.00
3+ Yrs. Experience with Firm		\$10.50 - 25.60	\$21.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$14.00 - 19.18	\$15.25
Experience/New to Firm		\$15.00 - 21.58	\$18.00
3+ Yrs. Experience with Firm		\$16.00 - 35.00	\$21.29

Employer Profile: 17 employers supplied the data for this occupation, 5 from North County and 12 from South County, representing a total of 788 positions. Of the positions reported, 95% were full-time and 5% were part-time.

Wage Notes: Union wages were reported by 18% of the employers. Union employers usually pay at the top end of all wage ranges.

Out of pattern wages can occur when employers do not hire employees in all experience levels.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	65%	12%	29%	12%	0%	0%
Dental	53%	6%	24%	12%	12%	0%
Vision	24%	6%	18%	6%	6%	0%
Life	59%	12%	24%	6%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	71%	18%	6%	6%	0%	0%
Vacation	82%	18%	6%	6%	0%	0%
Retirement	41%	6%	41%	12%	0%	0%
Child Care	0%	0%	0%	0%	12%	0%
Other	6%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Computer & Info. Sciences, Gen.

Atlas Computer Centers, Santa Maria
Programs: Computer & Info. Sciences, Gen.

Chapman University, Vandenberg A.F.B.
Programs: Computer & Info. Sciences, Gen.
Computer & Info. Sciences, Other

Chapman Univ. & Academic Center, Santa Maria
Programs: Computer & Info. Sciences, Gen.

Comp USA Inc., Goleta
Programs: Computer & Info. Sciences, Gen.

Computer Support Services, Santa Maria
Programs: Computer Systems Analysis
Computer & Info. Sciences, Gen.

Computer Training Network, Lompoc
Programs: Computer & Info. Sciences, Gen.

Lompoc Unified Adult School, Lompoc
Programs: Computer & Info. Sciences, Gen.

Santa Barbara Business College, Santa Barbara
Programs: Computer & Info. Sciences, Other

Santa Barbara Business College, Santa Maria
Programs: Computer & Info. Sciences, Gen.
Comp. Engin. Tech/Technician

Santa Barbara City College, Santa Barbara
Programs: Computer & Info. Sciences, Gen.
Computer & Info. Sciences, Other

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
Programs: Computer & Info. Sciences, Other

Santa Barbara County Regional Occupational Program (ROP), Santa Maria
Programs: Computer & Info. Sciences, Other
Computer Main. Tech/Technician

University of California Extension, Goleta
Programs: Computer Systems Analysis

University of California, Santa Barbara
Programs: Computer & Info. Sciences, Gen.

Westmont College, Santa Barbara
Programs: Computer Science



OES Code: 219020

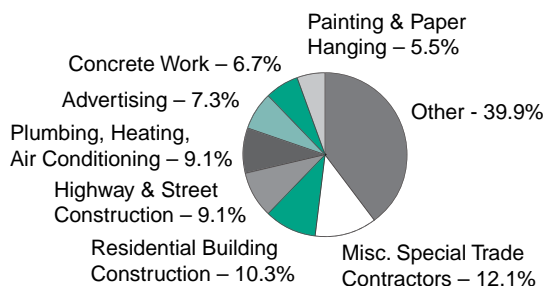
Cost Estimators prepare cost estimates for manufacturing of products, construction projects, or services to aid management in bidding on or determining price of products or services. They may specialize according to a particular service performed or product produced.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 75% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 60
 New: 40
 Due to Separations: 20

Projections:

Employer Findings: Many employers in this study project employment for this occupation to grow over the next two years.

EDD Projections: The new job trend rate for Cost Estimators is 22.2%, which is growing much faster when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find fully experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat considerably greater than supply. Applicants may encounter little or no competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were new positions, some were created by turnover, and a few resulted from promotions or temporary positions.

Recruitment Methods:

Employee Referrals	86%
In-House Promotion or Transfer	50%
Newspaper Ads	43%

Promotional Opportunities: Many employers reported that Cost Estimators may be promoted to:

- Manager
- Supervisor
- Foreman

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and a few require a college degree.

Experience/Training: Almost all responding employers require an average of 21 months of work-related experience, primarily in estimating, but many will substitute training for experience.

Most Important to Least Important Skills

- Understand manufacturing methods & techniques
- Analyze and interpret data and budgets
- Develop and maintain cost estimation databases
- Keep records and maintain files
- Read business and technical drawings
- Estimate materials for production & manufacturing

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 14.38	\$11.99
Experience/New to Firm		\$10.00 - 20.00	\$16.78
3+ Yrs. Experience with Firm		\$13.00 - 26.00	\$20.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$10.00 - 20.00	\$14.38
3+ Yrs. Experience with Firm		\$13.00 - 25.00	\$16.78
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$12.00 - 20.00	\$16.92
3+ Yrs. Experience with Firm		\$15.00 - 26.00	\$21.00

Employer Profile: 15 employers supplied the data for this occupation, 5 from North County and 10 from South County, representing a total of 109 positions. Of the positions reported, 94% were full-time. Some employers reported that full-time hours exceed 40 per week and may be as high as 50. Few employers reported that full-time hours are less than 35.

Wage Notes: 57% of employees wages are covered by Union/Collective Bargaining. Union employers generally pay at the top end of all wage ranges. Few firms pay bonuses above wages stated.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	40%	0%	40%	0%	0%	0%
Dental	33%	0%	27%	0%	7%	0%
Vision	33%	0%	13%	0%	7%	0%
Life	33%	0%	7%	0%	7%	0%
Other	7%	0%	7%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	60%	0%	13%	0%	0%	0%
Vacation	60%	0%	13%	0%	0%	0%
Retirement	40%	0%	27%	0%	7%	0%
Child Care	7%	0%	0%	0%	7%	0%

Other Benefits: Other employer-specified benefits include uniforms and AFLAC.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Business Admin. & Mgt, General
Antioch University
 Programs: Business Admin. & Mgt, General
Santa Barbara Business College
 Programs: Business Admin. & Mgt, General
Santa Barbara City College, Santa Barbara
 Programs: Business Admin. & Mgt, General
Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
 Programs: Business Admin. & Mgt, General

University of California Extension, Santa Barbara
 Programs: Business Admin. & Mgt, General
University of La Verne, Vandenberg A.F.B.
 Programs: Business Admin. & Mgt, General
University of Santa Barbara, Santa Barbara
 Programs: Business Admin. & Mgt, General
Westmont College, Santa Barbara
 Programs: Business Admin. & Mgt, General

**Non-OES Code: 166267999**

Human Resource Technicians provide assistance to personnel directors and managers in identifying, evaluating, and resolving human relations and work performance problems within establishments. Workers in this occupation attend meetings of managers, supervisors, and work units to ascertain problems that adversely effect employee morale and productivity and to determine effective remediation techniques, such as job skill training or personal intervention; develop and conduct training to instruct managers, supervisors, and workers in a variety of related skills, such as supervisory skills, conflict resolution skills, interpersonal communication skills, and group interaction skills; schedule individuals for technical job-related skills training. May assist in screening applicants for employment and in-house training programs, participate in labor relations issues, and write employee newsletter.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 88% of the positions were filled by females.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, almost all of the vacancies were created by employees leaving and some resulted from promotions.

Recruitment Methods:

Employee Referrals	53%
Newspaper Ads	80%
Walk-in Applicants	47%

Promotional Opportunities: Most employers reported that Human Resource Technicians may be promoted to:

- Assistant Human Resource Manager
- Human Resource Manager
- Benefits Manager

Projected Openings: N/A

New: N/A
Due to Separations: N/A

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Human Resource Technicians is not available. The average growth rate is 14.1% for all jobs in the county.

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent, some require a bachelor degree and a few require an associate degree.

Experience/Training: Many responding employers require an average of 23 months of previous work experience in this occupation, but some are willing to substitute training for experience.

Most Important Skills:

- Keep records and maintain files
- Operate business machines
- Organize and work with detailed office or warehouse records
- Process/prepare business/government forms
- Use computer

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.50 - 14.49	\$11.04
Experience/New to Firm		\$ 7.50 - 18.96	\$15.34
3+ Yrs. Experience with Firm		\$ 8.25 - 28.77	\$18.33
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.50 - 12.00	\$10.07
Experience/New to Firm		\$ 7.50 - 28.58	\$15.65
3+ Yrs. Experience with Firm		\$ 8.25 - 37.74	\$18.70
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 9.00 - 14.49	\$14.38
Experience/New to Firm		\$11.00 - 18.96	\$15.34
3+ Yrs. Experience with Firm		\$13.00 - 28.77	\$18.33

Employer Profile: 15 employers supplied the data for this occupation, 10 from North County and 5 from South County, representing a total of 25 positions. Of the positions reported, 100% were full-time. Full-time hours can range from 40 to 45 hours per week.

Wage Notes: All wages reported were non-union. Other types of compensation may include bonuses.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	20%	0%	67%	0%	13%	0%
Dental	33%	0%	47%	0%	13%	0%
Vision	20%	0%	40%	0%	0%	0%
Life	27%	0%	33%	0%	20%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	93%	0%	7%	0%	0%	0%
Vacation	100%	0%	0%	0%	0%	0%
Retirement	13%	0%	67%	0%	13%	0%
Child Care	0%	0%	0%	0%	7%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Academy Education Services, Inc., Santa Maria
Programs: General Office/Clerical and Typing Services

Center for Employment Training, Santa Maria
Programs: General Office/Clerical and Typing Services

Chapman University Academic Center, Santa Maria
Programs: Human Resource Management

Lompoc Unified Adult School, Lompoc
Programs: General Office/Clerical and Typing Services

Santa Barbara Business College, Santa Barbara and Santa Maria
Programs: General Office/Clerical and Typing Services

Santa Barbara City College, Santa Barbara
Programs: General Office/Clerical and Typing Services

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara and Santa Maria
Programs: General Office/Clerical and Typing Services

University of California Extension, Santa Barbara
Programs: Human Resource Management



OES Code: 315211

Instructional Aides work under the direct supervision of classroom teachers to assist the teacher in instructional tasks, and activities involving games, sports, arts, and crafts. They also do routine clerical tasks such as record keeping, maintaining classroom supplies, and operating office equipment. They may assist teachers with the instruction of mentally or physically handicapped pupils.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1,077 Large

Male/Female Percentage: Employers reported that 88% of the positions were filled by females.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies were filled by turnover, some of them were new positions and a few resulted from temporary positions or promotions.

Recruitment Methods:

n-House Promotion or Transfer	44%
Employee Referrals	56%
Newspaper Ads	72%

Promotional Opportunities: Most employers reported that Instructional Aides may be promoted to:

- Site Directors
- Head Teachers
- Classroom Instructors
- Consultants

Projected Openings: 280
 New: 200
 Due to Separations: 80

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Instructional Aides is 20.6%, which is growing faster when compared to the average growth rate of 14.1% for jobs in the county.

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require college course work (but not necessarily a degree).

Experience/Training: A few responding employers require 6-24 months of work-related experience, primarily in child care, but most will substitute training for experience.

Most Important Skills:

- CPR/First Aid
- Language skills
- Exercise patience
- Good oral communication skills
- Assist teachers
- Coordinate activities in a classroom setting

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 9.91	\$ 7.92
Experience/New to Firm		\$ 6.25 - 11.25	\$ 8.89
3+ Yrs. Experience with Firm		\$ 6.25 - 12.25	\$ 9.74
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 9.75	\$ 7.50
Experience/New to Firm		\$ 6.25 - 10.76	\$ 7.50
3+ Yrs. Experience with Firm		\$ 6.25 - 11.97	\$ 8.50
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 9.91	\$ 8.24
Experience/New to Firm		\$ 6.25 - 11.25	\$ 9.00
3+ Yrs. Experience with Firm		\$ 7.50 - 12.25	\$10.00

Employer Profile: 18 employers supplied the data for this occupation, 7 from North County and 11 from South County, representing a total of 367 positions. Of the positions reported, 25% were full-time, 71% were part-time and 2% were temporary or on-call.

Wage Notes: Union wages were reported by 17% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	18%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	6%	0%				
Vision	0%	0%				
Life	6%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	41%	53%				
Vacation	41%	59%				
Retirement	18%	18%				
Child Care	6%	18%				

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

Chapman University Academic Center, VAFB
Programs: Education, General

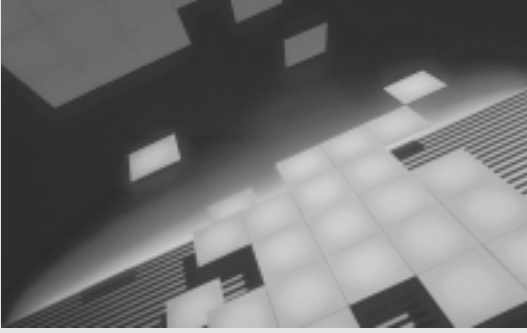
University of California, Santa Barbara
Programs: Education, General

Lompoc Unified School District, Lompoc
Programs: Education, General

Westmont College, Santa Barbara
Programs: Education

University of LaVerne, VAFB
Programs: Education, General

INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)



Non-OES Code: 031064999

Internet Web Site Designers/Developers (Webmasters) are responsible for managing the content of an organization's Internet web site. Usually using specialized software, they create, design and maintain web pages to communicate an organization's message to Internet users.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 78% of the positions were filled by females.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is very difficult to find experienced applicants and not difficult to find inexperienced applicants. For experienced applicants, employer demand is considerably greater than supply and experienced applicants may encounter no competition in their job search. The opposite will be true for inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, some of the vacancies filled were created by turnover, new positions, or promotions and a few were temporary positions.

Recruitment Methods:

Employee Referrals	78%
Newspaper Ads	44%
Internet	67%

Projected Openings: N/A
 New: N/A
 Due to Separations: N/A

Promotional Opportunities: Most employers reported that Internet Web Site Developers may be promoted to:

- Managers
- Director of Web Developers
- Directors

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Internet Web Site Designers is not available. The average growth rate for jobs in the county is 14.1%.

EMPLOYER REQUIREMENTS

Education: Some employers require recent hires to have a high school diploma or the equivalent and many require either an associate degree or bachelor degree.

Experience/Training: Most responding employers require 6-36 months of work-related experience, primarily in internet design or computer programming, but many will substitute training for experience.

Most Important Skills:

- HTML Programming
- JAVA
- Read and follow instructions
- Work independently
- Organize and manage time
- Ability to identify and solve problems

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 7.00	\$ 7.00
Experience/New to Firm		\$ 8.00 - 25.00	\$14.92
3+ Yrs. Experience with Firm		\$15.82 - 35.00	\$19.18
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A

Employer Profile: 9 employers supplied the data for this occupation, 2 from North County and 9 from South County, representing a total of 58 positions. Of the positions reported, 95% were full-time, 3% were part-time and 2% were seasonal. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	44%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	56%	0%				
Vision	33%	0%				
Life	78%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	100%	0%				
Vacation	100%	0%				
Retirement	44%	0%				
Child Care	11%	0%				

Other Benefits: Other employer-specified benefits include an on-site gym and Employee Assistance Program.

TRAINING PROVIDERS

Computer Careers, Santa Maria
Programs: Internet Web Page Design

University of California Extension, Santa Barbara
Programs: Graphic Design, Commercial Art and Illustration

Tom Buhl Computing, Santa Barbara
Programs: Graphic Design, Commercial Art and Illustration



Non-OES Code: 029261999

Lab Technicians - Winery work under close supervision, conducting and analyzing laboratory/quality control tests as prescribed by company procedure and, when applicable, ensures compliance with State and Federal regulations. This is the entry level position.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 82% of the positions were filled by males.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were created by turnover, some were new or resulted from promotions.

Recruitment Methods:

In-House Promotion or Transfer	67%
Employee Referrals	50%
Newspaper Ads	50%

Promotional Opportunities: Most employers reported that Lab Technicians - Winery may be promoted to:

- General Managers
- Winemakers
- Assistant Enologists

Projected Openings: N/A
 New: N/A
 Due to Separations: N/A

Projections:

Employer Findings: All employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Lab Technicians - Winery is not available. The average growth rate for jobs in the county is 14.1%.

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and a few require either an associate degree or bachelor degree.

Experience/Training: Most responding employers require 6-60 months of work-related experience, primarily in any lab environment, but many will substitute training for experience.

Most Important Skills:

- Wine Chemistry
- Keep accurate records
- Be detail oriented
- Perform technical duties accurately
- Ability to solve problems
- Collect, analyze and record data

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 8.00 - 8.00	\$ 8.00
Experience/New to Firm		\$ 8.00 - 17.26	\$10.37
3+ Yrs. Experience with Firm		\$11.51 - 14.00	\$13.50
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A

Employer Profile: 6 employers supplied the data for this occupation, from North County, representing a total of 11 positions. Of the positions reported, 100% were full-time.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	100%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	67%	0%				
Vision	33%	0%				
Life	33%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	83%	0%				
Vacation	100%	0%				
Retirement	0%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hanock College, Santa Maria
Programs: Viticulture

Santa Barbara City College, Santa Barbara
Programs: Horticulture Science

Santa Barbara County Regional Occupational Program, Santa Maria
Programs: Horticulture Services Operation and Management

LICENSED VOCATIONAL NURSES



OES Code: 325050

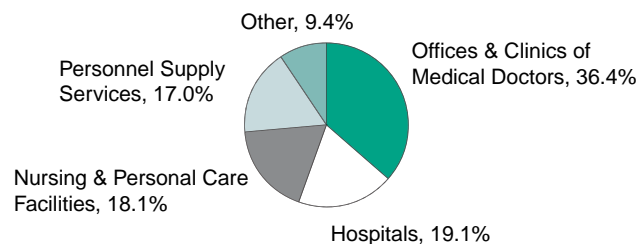
Licensed Vocational Nurses care for ill, injured, convalescent, and handicapped persons in hospitals, clinics, private homes, sanitariums, and similar institutions.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1,077 Large

Male/Female Percentage: Employers reported that 93% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 230

New: 130

Due to Separations: 100

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Licensed Vocational Nurses is 21.0% which is faster than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced and inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, most of the vacancies were created by employees leaving and a few resulted from promotions or new positions.

Recruitment Methods:

Employee Referrals	80%
Newspaper Ads	80%
Walk-in Applicants	80%

Promotional Opportunities: Many employers reported that Licensed Vocational Nurses may be promoted to:

- Licensed Vocational Nurse I, II
- Charge Nurse
- Registered Nurse

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and many also require an associate degree while a few require a bachelor degree.

Experience/Training: Most responding employers require an average of 15 months of previous work experience in this occupation, but some are willing to substitute training for experience.

Most Important Skills:

- Administer medications/treatments
- Assist in examining and treating patients
- Collect specimens
- Maintain medical records
- Prepare patients for exams and treatments

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$12.13 - 18.00	\$16.00
Experience/New to Firm		\$12.14 - 20.00	\$17.00
3+ Yrs. Experience with Firm		\$12.50 - 21.50	\$18.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$12.13 - 17.00	\$14.03
Experience/New to Firm		\$12.14 - 18.00	\$14.03
3+ Yrs. Experience with Firm		\$12.50 - 20.00	\$15.79
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$16.00 - 20.00	\$18.00
3+ Yrs. Experience with Firm		\$16.00 - 21.50	\$18.00

Employer Profile: 15 employers supplied the data for this occupation, 9 from North County and 6 from South County, representing a total of 193 positions. Of the positions reported, 55% were full-time, 35% were part-time, and 10% were temporary or on-call.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	0%	0%	80%	27%	0%	0%
Dental	0%	0%	60%	20%	20%	0%
Vision	13%	7%	47%	13%	0%	0%
Life	40%	7%	13%	13%	13%	7%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	53%	20%	7%	0%	0%	0%
Vacation	67%	27%	7%	0%	0%	0%
Retirement	20%	13%	47%	7%	7%	0%
Child Care	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Nursing, Other

Santa Barbara City College, Santa Barbara
Programs: Practical Nurse (L.P.N. Training)



OES Code: 329110

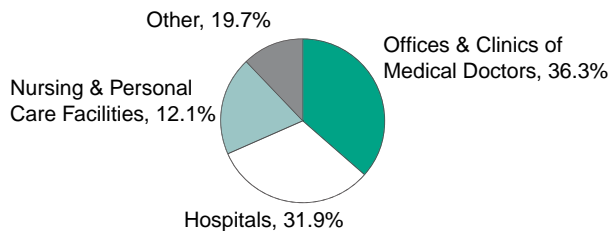
Medical Records Technicians compile and maintain medical records of hospital and clinic patients.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 97% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 50
 New: 20
 Due to Separations: 30

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Medical Records Technicians is 12.5% which is slower than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, most of the vacancies were created by employees leaving, some were new positions, and a few resulted from promotions.

Recruitment Methods:

Employee Referrals	83%
Newspaper Ads	100%
Walk-in Applicants	61%

Promotional Opportunities: Most employers reported that Medical Records Technicians may be promoted to:

- Receptionist
- Billing Clerk
- Administrative Assistant

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent although a few do not.

Experience/Training: Many responding employers require an average of 12 months of previous work experience in this occupation but most are willing to substitute training for experience.

Most Important Skills:

- Apply medical office procedures
- Maintain medical records
- Operate business machines
- Organize/evaluate medical records
- Understand and use medical terminology
- Use computers to enter, access and retrieve client data

WAGES AND BENEFITS

SANTA BARBARA COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 10.00	\$ 7.93
Experience/New to Firm	\$ 6.44 - 16.30	\$ 9.65
3+ Yrs. Experience with Firm	\$ 6.75 - 18.00	\$11.50

NORTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 10.00	\$ 7.43
Experience/New to Firm	\$ 6.44 - 16.00	\$ 9.00
3+ Yrs. Experience with Firm	\$ 6.75 - 18.00	\$10.53

SOUTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 10.00	\$ 8.75
Experience/New to Firm	\$ 8.00 - 17.14	\$10.50
3+ Yrs. Experience with Firm	\$ 9.00 - 22.97	\$12.26

Employer Profile: 18 employers supplied the data for this occupation, 9 from North County and 9 from South County, representing a total of 71 positions. Of the positions reported, 75% were full-time, 23% were part-time, and 3% were seasonal.

Wage Notes: All wages reported were non-union. Other employer specified compensation may include bonuses.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	22%	0%	67%	11%	0%	0%
Dental	6%	0%	56%	11%	11%	0%
Vision	22%	6%	39%	6%	0%	0%
Life	28%	6%	28%	6%	11%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	72%	17%	0%	0%	0%	0%
Vacation	83%	11%	0%	0%	0%	0%
Retirement	33%	6%	39%	6%	11%	0%
Child Care	0%	0%	0%	0%	6%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Atlas Computer Centers, Santa Maria

Programs: Medical Records Technology/
Technician

Center for Employment Training, Santa Maria

Programs: Medical Records Technology/
Technician



OES Code: 283050

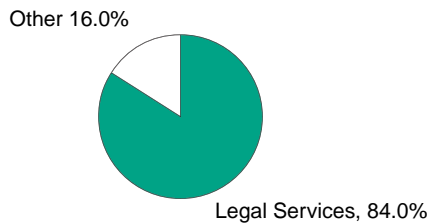
Paralegal Personnel assist lawyers by doing research in the preparation of lawsuits and/or legal documents as a career professional, usually having either a four-year college degree or a degree from an institute specializing in the paralegal profession. They may gather research data for use as evidence to formulate defense or to initiate legal action.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 95% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 90

New: 80
Due to Separations: 10

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Paralegal Personnel is 44.4% which is much faster than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, most of the vacancies were created by employees leaving and some were new positions.

Recruitment Methods:

In-House Promotion or Transfer	21%
Employee Referrals	86%
Newspaper Ads	79%
Private Employment Agencies	21%
Walk-in Applicants	21%
Other	21%

Promotional Opportunities: A few employers reported that Paralegal Personnel may be promoted to:

- Legal Secretary
- Senior Legal Assistant
- Manager

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent, some require an associate degree, and a few require a bachelor degree.

Experience/Training: Most responding employers require an average of 29 months of previous work experience in this occupation, but some are willing to substitute training for experience.

Most Important Skills:

- Assist with legal research
- Compile information for court cases
- Keep records and maintain files
- Prepare legal briefs/affidavits
- Understand legal terminology
- Use computers to enter, access & retrieve client data

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$10.09 - 15.14	\$15.07
Experience/New to Firm		\$10.00 - 22.39	\$17.83
3+ Yrs. Experience with Firm		\$13.00 - 26.12	\$22.11
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$10.00 - 18.65	\$12.31
3+ Yrs. Experience with Firm		\$11.50 - 23.97	\$15.07
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$15.00 - 15.14	\$15.14
Experience/New to Firm		\$15.55 - 22.39	\$19.45
3+ Yrs. Experience with Firm		\$20.00 - 26.12	\$23.32

Employer Profile: 16 employers supplied the data for this occupation, 6 from North County and 10 from South County, representing a total of 39 positions. Of the positions reported, 87% were full-time and 13% were part-time.

Wage Notes: All wages reported were non-union. Other employer specified compensation may include bonuses.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	63%	0%	13%	0%	0%	0%
Dental	25%	0%	13%	0%	6%	0%
Vision	6%	0%	13%	0%	6%	0%
Life	56%	0%	0%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	94%	19%	0%	0%	0%	0%
Vacation	94%	19%	0%	0%	0%	0%
Retirement	31%	6%	38%	0%	0%	0%
Child Care	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Santa Barbara City College, Santa Barbara
Programs: Law and Legal Studies, Other

Santa Barbara College of Law, Santa Barbara
Programs: Law and Legal Studies, Other

Southern California Institute of Law, Santa Barbara
Programs: Law and Legal Studies, Other

University of California, Santa Barbara
Programs: Law and Legal Studies, Other



OES Code: 323080

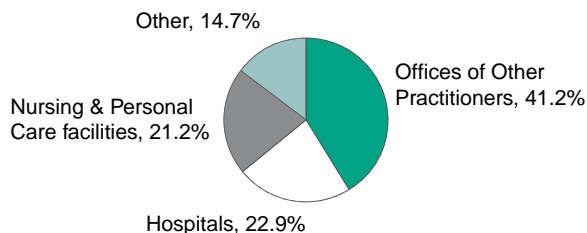
Physical Therapists apply techniques and treatments that help relieve pain, increase the patient's strength, and decrease or prevent deformity and crippling.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 73% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 40
 New: 20
 Due to Separations: 20

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Physical Therapists is 13.3% which is growing at an average rate compared to the growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, many of the vacancies were created by employees leaving, some were new positions, and a few were temporary positions.

Recruitment Methods:

Employee Referrals	69%
Newspaper Ads	46%
School Program Referrals	46%

Promotional Opportunities: Some employers reported that Physical Therapists may be promoted to:

- Physical Therapist II
- Case Manager
- Therapy Supervisor
- Assistant Director

EMPLOYER REQUIREMENTS

Education: A few employers require recent hires to have a high school diploma but many require a bachelor degree or graduate study.

Experience/Training: Many responding employers require an average of 17 months of previous work experience in this occupation, but some are willing to substitute training for experience.

Most Important Skills:

- Analyze therapy response
- Conduct patient assessments
- Document medical prognosis
- Keep records and maintain files

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.67 - 24.00	\$21.03
Experience/New to Firm		\$12.00 - 30.00	\$25.00
3+ Yrs. Experience with Firm		\$20.00 - 30.00	\$27.50
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.67 - 23.00	\$16.00
Experience/New to Firm		\$13.00 - 26.00	\$20.00
3+ Yrs. Experience with Firm		\$23.01 - 30.00	\$27.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 9.00 - 24.00	\$21.77
Experience/New to Firm		\$12.00 - 34.52	\$25.00
3+ Yrs. Experience with Firm		\$15.00 - 38.15	\$28.00

Employer Profile: 18 employers supplied the data for this occupation, 7 from North County and 11 from South County, representing a total of 117 positions. Of the positions reported, 50% were full-time, 37% were part-time, and 13% were temporary or on-call.

Wage Notes: All wages reported were non-union. Other employer specified compensation may include bonuses.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All			Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T		F/T	P/T	F/T	P/T	F/T	P/T
Medical	50%	17%	39%	17%	0%	6%		78%	22%	6%	0%	0%	0%
Dental	17%	11%	28%	17%	6%	0%		83%	33%	6%	0%	0%	0%
Vision	11%	11%	22%	6%	0%	0%		28%	11%	28%	6%	11%	0%
Life	17%	11%	22%	6%	6%	6%		6%	6%	0%	17%	6%	0%
								0%	0%	0%	0%	0%	0%
Sick Leave													
Vacation													
Retirement													
Child Care													
Other													

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Exercise Science/Pre-Physical Therapy



OES Code: 325110

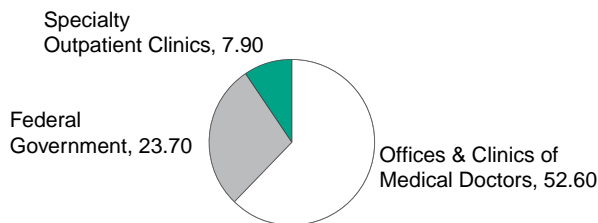
Physicians' Assistants provide patient services under the direct supervision and responsibility of a doctor of medicine or osteopathy. They elicit detailed patient histories and do complete physical examinations, reach tentative diagnosis and order appropriate laboratory tests. This occupation requires certification by the National Commission on Certification of Physicians' Assistants and the California State Board of Medical Quality Assurance. Does not include Nurses, or Ambulance Attendants whose training is limited to the application of first aid.

EMPLOYMENT TRENDS

Occupation Size: 249 - 496 Medium

Male/Female Percentage: Employers reported that 64% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 90
 New: 60
 Due to Separations: 30

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Physician's Assistants is 22.2%, which is growing much faster when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover, and some were new or temporary positions.

Recruitment Methods:

Employee Referrals	46%
Newspaper Ads	62%
Colleges/Universities	31%

Promotional Opportunities: Some employers reported that Physician's Assistants may be promoted to:

- Administrators
- Staff Nurses

EMPLOYER REQUIREMENTS

Education: Some employers require recent hires to have a high school diploma or the equivalent and some require an associate or bachelor degree. A physician's assistant certificate may be required by some employers.

Experience/Training: Most responding employers require 6-60 months of work-related experience, primarily as a practitioner, but a few will substitute training for experience.

Most Important Skills:

- Bilingual
- Current with medical issues
- Keep accurate records
- Good oral communication skills
- Ability to examine patients
- Interview patients and record information

WAGES AND BENEFITS

SANTA BARBARA COUNTY - Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$18.00 - 18.00	\$18.00
Experience/New to Firm	\$14.38 - 30.00	\$24.00
3+ Yrs. Experience with Firm	\$21.58 - 35.00	\$27.00

SANTA BARBARA COUNTY - Union

	RANGE	MEDIAN
Entry Level/No Experience	\$24.44 - 24.44	\$24.44
Experience/New to Firm	\$20.11 - 27.01	\$20.14
3+ Yrs. Experience with Firm	\$21.45 - 29.84	\$22.05

NORTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$20.00 - 30.00	\$20.14
3+ Yrs. Experience with Firm	\$21.45 - 35.00	\$24.03

SOUTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$20.00 - 28.77	\$24.00
3+ Yrs. Experience with Firm	\$24.00 - 35.00	\$28.00

Employer Profile: 13 employers supplied the data for this occupation, 6 from North County and 7 from South County, representing a total of 77 positions. Of the positions reported, 62% were full-time, 26% were part-time, and 12% were temporary or on-call.

Wage Notes: Union wages were reported by 23% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	31%	8%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	15%	8%				
Vision	0%	0%				
Life	15%	8%				
Other	0%	8%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	46%	15%				
Vacation	54%	15%				
Retirement	8%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Medical Assistant

Santa Barbara Business College, Santa Barbara

Programs: Medical Assistant

Center for Employment Training, Santa Maria

Programs: Medical Assistant

Santa Barbara Business College, Santa Maria

Programs: Medical Assistant

Coastal Valley College, Santa Maria

Programs: Medical Assistant



OES Code: 325020

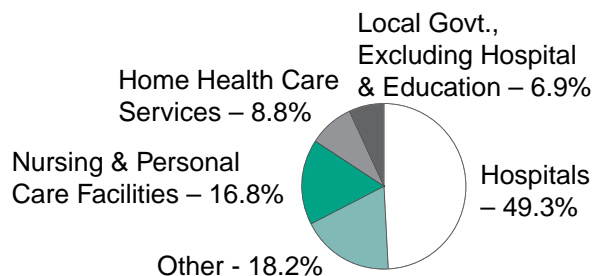
Registered Nurses administer nursing care to ill or injured persons. This group includes administrative, public health, industrial, private duty, and surgical nurses. Licensing or registration is required. Does not include Nursing Instructors or Teachers.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 93% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 500
 New: 240
 Due to Separations: 260

Projections:

Employer Findings: Many employers in this study project employment for this occupation to grow over the next two years.

EDD Projections: The new job trend rate for Registered Nurses is 11.2%, which is slower than average when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find inexperienced applicants and moderately difficult to find experienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

Source of Filled Vacancies: During the last 12 months, some of the vacancies filled were created by turnover, or temporary or new positions, and a few resulted from promotions.

Recruitment Methods:

Employee Referrals	87%
Newspaper Ads	80%
Walk-in Applicants	47%

Promotional Opportunities: Most employers reported that Registered Nurses may be promoted to:

- Manager
- Supervisor of Nursing Unit
- Director of Nursing
- Administrator
- Clinical Coordinator

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and most require a college degree.

Experience/Training: Many responding employers require an average of 18 months of work-related experience, primarily in Nursing, but some will substitute training for experience.

Most Important to Least Important Skills:

- Analyze patient information
- Work as part of a team
- Apply interpersonal communication skills
- Apply counseling techniques
- Read and understand directions
- Use spreadsheet programs

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$17.50 - 22.00	\$18.10
Experience/New to Firm		\$13.00 - 25.00	\$20.00
3+ Yrs. Experience with Firm		\$16.00 - 30.00	\$22.38
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$13.00 - 17.00	\$16.95
3+ Yrs. Experience with Firm		\$16.00 - 19.00	\$18.26
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$17.54 - 22.00	\$18.25
Experience/New to Firm		\$13.64 - 25.00	\$21.50
3+ Yrs. Experience with Firm		\$17.90 - 30.00	\$23.00

Employer Profile: 15 employers supplied the data for this occupation, 4 from North County and 11 from South County, representing a total of 1325 positions. Of the positions reported, 48% were full-time, 27% were part-time, and 25% were temporary or on-call. A few employers reported that full-time hours may exceed 40 per week and may be as high as 45.

Wage Notes: Union wages were reported by 13% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All			Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T		F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%	0%	73%	0%	0%	7%		80%	47%	7%	0%	0%	0%
Dental	7%	0%	73%	0%	7%	7%		87%	47%	7%	0%	0%	0%
Vision	27%	13%	40%	0%	7%	0%		33%	13%	33%	0%	13%	7%
Life	47%	13%	27%	0%	7%	7%		0%	0%	20%	0%	0%	0%
Other	0%	0%	7%	0%	0%	0%							
Sick Leave													
Vacation													
Retirement													
Child Care													

Other Benefits: Other employer-specified benefits include 401 (K) Plans.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Nursing (R.N. Training)



OES Code: 251020

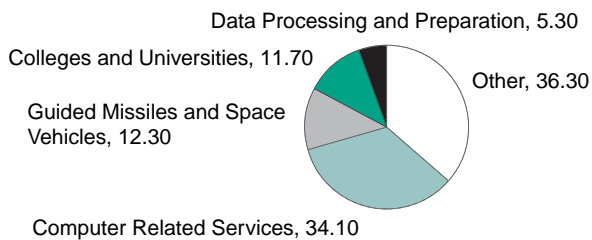
Systems Analysts, Electronic Data Processing, analyze business, scientific, and technical problems for application to electronic data processing systems. Not included are persons working primarily as engineers, mathematicians, programmers, or scientists.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1,077 Large

Male/Female Percentage: Employers reported that 67% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 320
 New: 300
 Due to Separations: 20

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Systems Analyst is 69.8%, which is growing much faster than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced and inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were created by turnover and a few resulted from promotions or new positions.

Recruitment Methods:

In-House Promotion or Transfer	75%
Newspaper Ads	50%
Internet	75%

Promotional Opportunities: Most employers reported that Systems Analysts may be promoted to:

- Information Systems Managers
- Database Administrators

EMPLOYER REQUIREMENTS

Education: All employers require recent hires to have either an associate or bachelor degree.

Experience/Training: Almost all responding employers require 12-24 months of work-related experience, primarily in systems analysis, but most will substitute training for experience.

Most Important Skills:

- Internet development
- Keep up with new technology
- Communicate technical information
- Be detail-oriented
- Set-up multi-user systems
- Maintain multi-user systems

WAGES AND BENEFITS

SANTA BARBARA COUNTY - Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$18.00 - 18.00	\$18.00
Experience/New to Firm	\$19.39 - 33.56	\$21.63
3+ Yrs. Experience with Firm	\$23.32 - 40.75	\$27.50

SANTA BARBARA COUNTY - Union

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$23.37 - 26.41	\$24.89
3+ Yrs. Experience with Firm	\$25.44 - 30.57	\$28.01

NORTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	N/A	N/A
3+ Yrs. Experience with Firm	N/A	N/A

SOUTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	N/A	N/A
3+ Yrs. Experience with Firm	N/A	N/A

Employer Profile: 8 employers supplied the data for this occupation, 3 from North County and 5 from South County, representing a total of 39 positions. Of the positions reported, 100% were full-time. A few employers reported full-time hours exceed 40 per week and may be as high as 45.

Wage Notes: Union wages were reported by 25% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	38%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	38%	0%				
Vision	38%	0%				
Life	75%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	100%	0%				
Vacation	100%	0%				
Retirement	25%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

Computer Careers, Santa Maria

Programs: Computer Systems Analysis

Computer Support Services, Santa Maria

Programs: Computer Systems Analysis

Computer Focus, Carpinteria

Programs: Computer Systems Analysis



OES Code: 313050

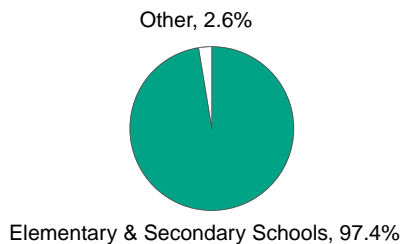
Elementary School Teachers teach elementary (kindergarten through eighth grade) pupils in public or private schools basic academic, social, and other formative skills. Does not include special education teachers who teach only handicapped pupils.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 83% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 730

New: 310

Due to Separations: 420

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Teachers - Elementary School is 12.4%, which is slower than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced applicants and not difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, almost all of the vacancies were created by employees leaving, a few were new positions or resulted from promotions.

Recruitment Methods:

Newspaper Ads	63%
Internet	56%
Colleges/Universities	75%

Promotional Opportunities: Most employers reported that Teachers - Elementary School may be promoted to:

- Assistant Principal
- Principal

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a bachelors degree or graduate study and a few require an associate degree.

Experience/Training: Some responding employers require an average of 19 months of previous work experience in this occupation, but some are willing to substitute training for experience.

Most Important Skills:

- Assess educational potential/need
- Conduct parent conferences
- Evaluate student performance
- Manage classroom activities (art, drama, music & related)
- Prepare lesson plans/outlines

WAGES AND BENEFITS

SANTA BARBARA COUNTY - Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$12.79 - 18.11	\$16.49
Experience/New to Firm	\$14.38 - 20.46	\$16.06
3+ Yrs. Experience with Firm	\$16.78 - 23.49	\$17.82

SANTA BARBARA COUNTY - Union

	RANGE	MEDIAN
Entry Level/No Experience	\$15.54 - 19.95	\$17.45
Experience/New to Firm	\$17.65 - 25.48	\$21.02
3+ Yrs. Experience with Firm	\$19.18 - 31.92	\$23.58

NORTH COUNTY - Union & Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$15.54 - 19.95	\$17.17
Experience/New to Firm	\$14.38 - 24.80	\$19.49
3+ Yrs. Experience with Firm	\$17.26 - 28.30	\$21.88

SOUTH COUNTY - Union & Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	N/A	N/A
3+ Yrs. Experience with Firm	N/A	N/A

Employer Profile: 16 employers supplied the data for this occupation, 10 from North County and 6 from South County, representing a total of 1618 positions. Of the positions reported, 94% were full-time and 6% were part-time. Full-time hours can range from 35 to 45 hours per week.

Wage Notes: Union wages were reported by 63% of the employers. Teachers annual wages may be paid monthly or prorated over a 12 month period.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	88%	13%	13%	13%	0%	6%
Dental	88%	13%	13%	13%	0%	6%
Vision	88%	13%	6%	13%	0%	6%
Life	44%	6%	6%	13%	13%	6%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	100%	38%	0%	0%	0%	0%
Vacation	50%	19%	0%	0%	0%	0%
Retirement	44%	0%	31%	25%	6%	6%
Child Care	0%	0%	0%	0%	13%	6%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Antioch University, Santa Barbara

Programs: Education, General

Chapman University VFB, Santa Maria

Programs: Education, General

Lompoc Adult School, Lompoc

Programs: Education, General

Santa Barbara County Regional Occupational Program (ROP), Santa Maria

Programs: General Teacher Education, Other

University of Santa Barbara, Santa Barbara

Programs: Education, General



OES Code: 313030

Preschool Teachers instruct children (normally up to 5 years of age) in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, day care center, or other child development facility. May be required to hold State certification.

EMPLOYMENT TRENDS

Occupation Size: 497 -1,077 Large

Male/Female Percentage: Employers reported that 90% of the positions were filled by females.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, some of the vacancies were from turnover or new positions and a few resulted from temporary positions or promotions.

Recruitment Methods:

In-House Promotion or Transfer	45%
Employee Referrals	50%
Newspaper Ads	73%

Promotional Opportunities: Most employers reported that Teachers-Preschool may be promoted to:

- Head-Teachers
- Administrators
- Directors
- Early Childhood Supervisors

Projected Openings: 160
 New: 70
 Due to Separations: 90

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Teachers, Preschool is 12.5%, which is slower than average when compared to the average growth rate of 14.1% for jobs in the county.

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and some require an associate or bachelor degree.

Experience/Training: Many responding employers require 6-36 months of work-related experience, primarily in dealing with young children, but most will substitute training for experience.

Most Important Skills:

- First Aid/CPR
- Continuing education
- Interact with children
- Good oral communication skills
- Understand a variety of cultures
- Develop curriculum and instructional methods

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 17.00	\$ 6.50
Experience/New to Firm		\$ 6.05 - 14.77	\$ 8.00
3+ Yrs. Experience with Firm		\$ 7.00 - 15.44	\$ 9.83
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 6.05 - 8.50	\$ 7.00
3+ Yrs. Experience with Firm		\$ 7.00 - 9.65	\$ 8.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 7.00 - 14.77	\$ 8.50
3+ Yrs. Experience with Firm		\$ 9.00 - 15.44	\$10.50

Employer Profile: 22 employers supplied the data for this occupation, 10 from North County and 12 from South County, representing a total of 250 positions. Of the positions reported, 46% were full-time, 40% were part-time and 15% were temporary or on-call.

Wage Notes: Union wages were reported by 9% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	52%	14%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	29%	5%				
Vision	14%	5%				
Life	19%	5%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	81%	33%				
Vacation	86%	33%				
Retirement	24%	5%				
Child Care	24%	5%				

Other Benefits: Other employer-specified benefits include paid holidays and some education.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Child Growth, Care and Development Studies

Santa Barbara County Regional Occupational Program, Santa Barbara
Programs: Careers with Children



OES Code: 213020

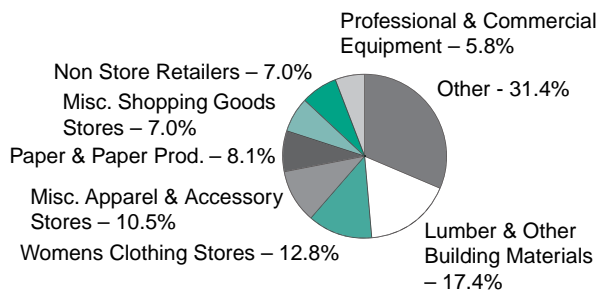
Wholesale and Retail Buyers buy merchandise or commodities (other than farm products) for resale to consumers at the wholesale or retail level, including both durable and nondurable goods. They analyze past buying trends, sales records, and the price and quality of merchandise to determine value and yield. Buyers select, order, and authorize payment of merchandise according to contractual agreements. They may conduct meetings with sales personnel and introduce new products. Please include Assistant Buyers.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 50% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 30
 New: 10
 Due to Separations: 20

Projections:

Employer Findings: Many employers in this study project employment for this occupation to either remain stable or grow over the next two years.

EDD Projections: The new job trend rate for Wholesale & Retail Buyers is 7.7%, which is slower than average when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find inexperienced and moderately difficult to find experienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were created by turnover and many resulted from promotions.

Recruitment Methods:

In-House Promotion or Transfer	64%
Employee Referrals	64%
Newspaper Ads	57%

Promotional Opportunities: Many employers reported that Wholesale & Retailer Buyers may be promoted to:

- Manager
- District Supervisor
- Senior Assistant
- Human Resources
- Director

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require a college degree.

Experience/Training: Some responding employers require an average of 24 months of work-related experience, primarily in buying, but many will substitute training for experience.

Most Important to Least Important Skills:

- Use computers to organize and locate parts & inventory
- Use appraisal techniques when purchasing or trading merchandise
- Manage inventories and supplies
- Recognize and evaluate product quality as part of sales activities
- Provide customer service
- Apply interpersonal communication techniques

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 11.51	\$ 8.33
Experience/New to Firm		\$ 7.00 - 16.78	\$10.42
3+ Yrs. Experience with Firm		\$ 8.00 - 19.18	\$14.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 8.50	\$ 7.67
Experience/New to Firm		\$ 7.00 - 10.42	\$ 9.30
3+ Yrs. Experience with Firm		\$ 8.00 - 15.62	\$12.71
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.50 - 11.51	\$10.00
Experience/New to Firm		\$ 9.00 - 16.78	\$12.00
3+ Yrs. Experience with Firm		\$11.99 - 19.18	\$14.50

Employer Profile: 15 employers supplied the data for this occupation, 6 from North County and 9 from South County, representing a total of 42 positions. Of the positions reported, 79% were full-time and 21% were part-time. A few employers reported that full-time hours exceed 40 per week and may be as high as 42.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All			Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T		F/T	P/T	F/T	P/T	F/T	P/T
Medical	73%	7%	7%	0%	7%	0%							
Dental	40%	7%	7%	0%	13%	0%							
Vision	40%	7%	7%	0%	0%	0%							
Life	40%	0%	7%	0%	7%	0%							
Other	7%	0%	0%	0%	0%	0%							
Sick Leave	60%	7%	0%	0%	7%	0%							
Vacation	80%	7%	0%	0%	7%	0%							
Retirement	33%	7%	20%	0%	20%	0%							
Child Care	0%	0%	0%	0%	0%	0%							

Other Benefits: Other employer-specified benefits include gym membership.

TRAINING PROVIDERS

Lompoc Unified Adult School, Lompoc
 Programs: General Buying Operations



Non-OES Code: 522685999

Wine Fermenters tend tanks that convert (ferment) crushed fruit or must into wines by dumping or shoveling specified amounts of crushed fruits into wine tanks and starting pump to admit premeasured amounts of syrup, or by pouring and dumping specified amount of chemicals and yeast into tanks containing must to prevent bacteria growth and to induce fermentation.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 84% of the positions were filled by males.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were temporary positions and few were new positions, or resulted from promotions.

Recruitment Methods:

Employee Referrals	89%
Walk-in Applicants	56%
In-House Promotion or Transfer	56%

Promotional Opportunities: Most employers reported that Wine Fermentors may be promoted to:

- Cellar Master
- Assistant Winemaker
- Foreman

Projected Openings: N/A
 New: N/A
 Due to Separations: N/A

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Wine Fermenters is not available. The average growth rate is 14.1% for jobs in the county.

EMPLOYER REQUIREMENTS

Education: Many employers do not require recent hires to have a high school diploma or the equivalent.

Experience/Training: Some responding employers require an average of 16 months of work-related experience, primarily in wine fermenting.

Most Important to Least Important Skills:

- Collect & analyze data
- Perform technical duties accurately
- Understand wine production methods & techniques
- Apply wine chemistry principles
- Apply quality assurance techniques
- Keep accurate records and maintain files

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 9.01	\$ 7.49
Experience/New to Firm		\$ 7.00 - 13.00	\$ 8.00
3+ Yrs. Experience with Firm		\$ 9.25 - 21.00	\$11.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 9.01	\$ 7.49
Experience/New to Firm		\$ 7.00 - 9.18	\$ 8.00
3+ Yrs. Experience with Firm		\$ 9.25 - 21.00	\$11.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A

Employer Profile: 9 employers from North County supplied the data for this occupation, representing a total of 74 positions. Of the positions reported, 54% were full-time, 3% were part-time, and 43% were seasonal. A few employers reported that full-time hours exceed 40 per week and may be as high as 42.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All			Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T		F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%	0%	44%	0%	0%	0%		56%	0%	11%	0%	0%	0%
Dental	22%	0%	33%	0%	0%	0%		67%	0%	11%	0%	0%	0%
Vision	11%	0%	22%	0%	0%	0%		11%	0%	22%	0%	11%	0%
Life	44%	0%	22%	0%	0%	0%		0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%
Sick Leave													
Vacation													
Retirement													
Child Care													

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Viticulture

Santa Barbara City College, Santa Barbara
Programs: Horticulture Science

Santa Barbara County Regional Occupational Program (ROP), Santa Maria
Programs: Horticulture Services Operation and Management

SALES AND RELATED OCCUPATIONS

Cashiers
Salespersons - Retail



OES Code: 490230

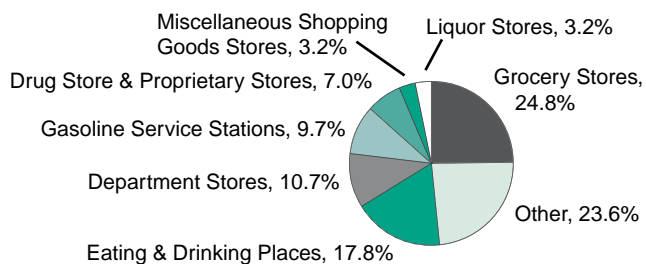
Cashiers receive and disburse cash payments, handle credit transactions, make change, issue receipts, and balance the tender drawer in a variety of establishments. Their work usually involves the use of adding machines, cash registers, and change makers.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 57% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 1,970

New: 610
Due to Separations: 1,360

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Cashiers is 15.3%, which is average when compared to the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers reported it is moderately difficult to find experienced applicants and not difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, most vacancies were created by employees leaving, a few were new positions, and some resulted from promotions.

Recruitment Methods:

Employee Referrals	93%
Newspaper Ads	67%
Walk-in Applicants	80%

Promotional Opportunities: Almost all employers reported that Cashiers may be promoted to:

- Server
- Crew Chief
- Shift Manager
- Assistant Manager
- Manager

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: A few responding employers require an average of 7 months of previous work experience in this occupation, but many will substitute training for experience.

Most Important Skills:

- Balance cash register
- Provide customer service
- Receive payments and make change
- Sell merchandise
- Use cash registers
- Weigh/package products

WAGES AND BENEFITS

SANTA BARBARA COUNTY - Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 7.50	\$ 6.38
Experience/New to Firm	\$ 6.25 - 10.00	\$ 7.50
3+ Yrs. Experience with Firm	\$ 6.25 - 17.10	\$ 9.50

SANTA BARBARA COUNTY - Union

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$ 9.75 - 17.10	\$ 9.78
3+ Yrs. Experience with Firm	\$17.10 - 17.10	\$17.10

NORTH COUNTY - Union & Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 10.00	\$ 6.25
Experience/New to Firm	\$ 6.25 - 17.10	\$ 7.00
3+ Yrs. Experience with Firm	\$ 6.25 - 17.10	\$ 9.00

SOUTH COUNTY - Union & Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 7.50	\$ 7.00
Experience/New to Firm	\$ 6.25 - 9.78	\$ 7.75
3+ Yrs. Experience with Firm	\$ 7.00 - 17.10	\$ 9.75

Employer Profile: 15 employers supplied the data for this occupation, 9 from North County and 6 from South County, representing a total of 312 positions. Of the positions reported, 29% were full-time and 71% were part-time. Full-time hours can range from 40 to 45 hours per week.

Wage Notes: Union wages were reported by 20% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%	20%	27%	7%	0%	7%
Dental	20%	20%	27%	7%	0%	13%
Vision	27%	20%	27%	7%	0%	7%
Life	13%	13%	27%	7%	0%	7%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	40%	33%	0%	0%	0%	0%
Vacation	53%	40%	0%	0%	0%	0%
Retirement	27%	20%	20%	13%	7%	0%
Child Care	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Central City Vocational Training School, Santa Maria

Programs: General Retailing Operations

Santa Barbara County Regional Occupational Program (ROP), Santa Maria

Programs: General Retailing Operations

72 SALESPERSONS - RETAIL (EXCEPT VEHICLE SALES)



OES Code: 490112

Retail Salespersons (except Vehicle Sales) sell a variety of merchandise to the public. They assist the customer in making selections, obtain or receive the merchandise, total the bill, receive the payment in cash or by check or credit card, operate a cash register, and make change for the customer. They may stock shelves and set up advertising displays. Does not include workers who work primarily as Cashiers.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 67% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 2380

New: 850
Due to Separations: 1530

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Salespersons - Retail is 14.4%, which is average when compared to the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, many vacancies were created by employees leaving, some were new positions, and a few resulted from promotions.

Recruitment Methods:

Employee Referrals	76%
Newspaper Ads	53%
Walk-in Applicants	88%

Promotional Opportunities: Almost all employers reported that Salespersons - Retail may be promoted to:

- Lead
- Supervisor
- Assistant Department Manager
- Department Manager

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent, although a few do not.

Experience/Training: Some responding employers require an average of 11 months of previous work experience in this occupation, but some are willing to substitute training for experience.

Most Important Skills:

- Apply product knowledge to marketing of goods
- Describe and demonstrate goods and services
- Provide customer service
- Sell merchandise
- Understand sales contracts
- Use cash registers

WAGES AND BENEFITS

SANTA BARBARA COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 8.50	\$ 7.25
Experience/New to Firm	\$ 6.50 - 10.00	\$ 8.00
3+ Yrs. Experience with Firm	\$ 7.25 - 14.50	\$10.00

NORTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 8.50	\$ 7.25
Experience/New to Firm	\$ 6.50 - 10.00	\$ 7.88
3+ Yrs. Experience with Firm	\$ 7.50 - 16.00	\$10.00

SOUTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 8.25	\$ 7.25
Experience/New to Firm	\$ 6.50 - 10.00	\$ 8.00
3+ Yrs. Experience with Firm	\$ 7.25 - 14.50	\$ 8.50

Employer Profile: 17 employers supplied the data for this occupation, 6 from North County and 11 from South County, representing a total of 617 positions. Of the positions reported, 49% were full-time, 46% were part-time, 3% were seasonal, and 2% were temporary. Full-time hours can range from 36 to 42 hours per week.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	24%	6%	53%	12%	6%	12%
Dental	12%	6%	47%	12%	12%	12%
Vision	18%	6%	35%	12%	12%	12%
Life	18%	0%	41%	12%	12%	12%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	53%	18%	12%	12%	0%	6%
Vacation	71%	35%	12%	12%	0%	6%
Retirement	24%	0%	29%	18%	12%	12%
Child Care	0%	0%	6%	0%	0%	6%
Other	6%	0%	0%	0%	0%	0%

Other Benefits: Other employer specified benefits include stock options.

TRAINING PROVIDERS

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara and Santa Maria Programs: Retail Sales

CLERICAL AND ADMINISTRATIVE OCCUPATIONS

Administrative Assistants
Bookkeeping, Accounting, and Auditing Clerks, including Bookkeepers
File Clerks
General Office Clerks
Hotel Desk Clerks
Insurance Policy Processing Clerks
Payroll and Timekeeping Clerks
Receptionists and Information Clerks
Secretaries, Except Legal and Medical
Tellers
Traffic, Shipping, and Receiving Clerks

**Non-OES Code: 169167997**

Administrative Assistants aid executives by coordinating, analyzing, and improving office services, such as personnel, budget, and operating practices. They analyze personnel requirements, study methods of improving performance standards, and analyze jobs for wage-and-salary adjustments and promotions. They analyze budgetary requirements and expenditures, and study methods to implement cost reduction. They analyze operating practices and create systems, or revise establishes procedures to simplify and improve reporting procedures, work flow, record keeping systems, forms control, office layout, or suggestion systems. They interpret operating policies and, prepare reports with recommendations for solutions of administrative problems, and answer correspondence. They may direct services, such as maintenance, repair, supplies, and mail.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 82% of the positions were filled by females.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover or new positions, and some resulted from promotions.

Recruitment Methods:

Employee Referrals	78%
Newspaper Ads	67%
In-House Promotion or Transfer	56%

Promotional Opportunities: Most employers reported that Administrative Assistants may be promoted to:

- Manager
- Director of Operations
- Executive Assistant
- Human Resources Manager
- Analyst

Projected Openings: N/A

New: N/A
Due to Separations: N/A

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Administrative Assistants is not available. The average growth rate is 14.1% for jobs in the county.

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and a few require a college degree.

Experience/Training: Most responding employers require an average of 22 months of work-related experience, primarily in accounting, but some will substitute training for experience.

Most Important to Least Important Skills:

- Apply interpersonal communication techniques
- Assist with business & managerial research
- Organize office processes
- Compose business correspondence
- Perform typing or data entry for extended periods of time
- Make appointments

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 8.00 - 14.84	\$11.97
Experience/New to Firm		\$ 8.00 - 19.18	\$13.70
3+ Yrs. Experience with Firm		\$ 8.50 - 21.58	\$17.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 6.50 - 17.26	\$13.27
3+ Yrs. Experience with Firm		\$ 8.50 - 19.37	\$17.22
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$11.00 - 19.18	\$13.85
3+ Yrs. Experience with Firm		\$15.00 - 21.58	\$16.78

Employer Profile: 19 employers supplied the data for this occupation, 9 from North County and 10 from South County, representing a total of 105 positions. Of the positions reported, 93% were full-time and 7% were part-time. Few employers reported that full-time hours exceed 40 per week and may be as high as 48.

Wage Notes: 57 % of employees wages are covered by union/collective bargaining. Union employers generally pay at the top end of all wage ranges. Few firms also pay bonuses above wages stated.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	26%	5%	74%	5%	0%	0%
Dental	37%	5%	58%	5%	0%	0%
Vision	37%	5%	47%	5%	11%	0%
Life	53%	11%	32%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	79%	11%	11%	0%	0%	0%
Vacation	100%	11%	0%	0%	0%	0%
Retirement	47%	5%	32%	0%	11%	0%
Child Care	0%	0%	5%	0%	0%	0%

Other Benefits: Other employer-specified benefits include Accidental Death Insurance.

TRAINING PROVIDERS

Atlas Computer Center, Santa Maria
 Programs: Office Supervision & Management
 Administrative Asst./Secretarial
 Science, General

Lompoc Unified Adult School
 Programs: Administrative Asst./ Secretarial
 Science, General

Santa Barbara Business College
 Programs: Administrative Assistant/Secretarial
 Science, General

Santa Barbara County Regional Occupational Program (ROP), Santa Maria and Santa Barbara
 Programs: Administrative Assistant/Secretarial
 Science, General



OES Code: 553380

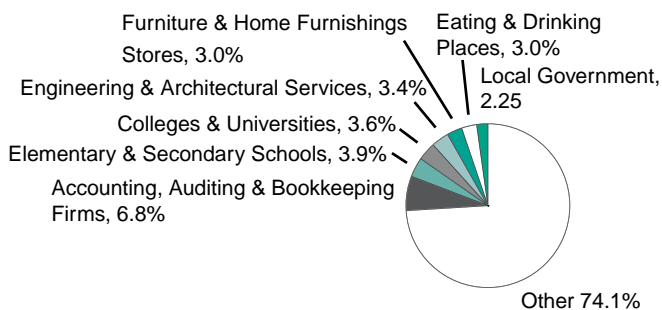
Bookkeeping, Accounting, and Auditing Clerks, including Bookkeepers, compute, classify, and record numerical data to keep sets of financial records complete. They perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. They may also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. Does not include individuals whose primary duty is operating special office machines.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 83% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 410

New: 90
Due to Separations: 320

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Bookkeeping, Accounting, and Auditing Clerks is 3.7%, which is slower than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers reported it is moderately difficult to find experienced applicants and very difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, many vacancies were created by employees leaving, some were new positions, and a few resulted from promotions or temporary positions.

Recruitment Methods:

In-House Promotion or Transfer	53%
Employee Referrals	68%
Newspaper Ads	74%
Walk-in Applicants	53%

Promotional Opportunities: Most employers reported that Bookkeepers, Accounting and Auditing Clerks may be promoted to:

- Accountant
- Senior Bookkeeper
- Staff Accountant
- Manager

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require an associate degree.

Experience/Training: Most responding employers require an average of 17 months of previous work experience in this occupation, but some will substitute training for experience.

Most Important Skills:

- Apply principles of accounting
- Keep records and maintain files
- Monitor accounts payable/receivable
- Operate business machines
- Reconcile bank statements
- Use computers to enter, access & retrieve client data

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.75 - 12.68	\$ 9.25
Experience/New to Firm		\$ 8.50 - 19.18	\$13.00
3+ Yrs. Experience with Firm		\$10.50 - 26.00	\$16.50
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 8.50 - 16.78	\$12.76
3+ Yrs. Experience with Firm		\$11.00 - 19.18	\$15.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 9.25 - 12.68	\$11.51
Experience/New to Firm		\$ 9.25 - 21.58	\$15.19
3+ Yrs. Experience with Firm		\$10.50 - 26.00	\$20.00

Employer Profile: 19 employers supplied the data for this occupation, 7 from North County and 12 from South County, representing a total of 64 positions. Of the positions reported, 95% were full-time, 3% were part-time, and 2% were seasonal. Full-time hours can range from 38 to 45 hours per week.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	37%	5%	63%	0%	0%	0%
Dental	42%	5%	42%	0%	5%	0%
Vision	16%	0%	26%	0%	0%	0%
Life	63%	5%	21%	0%	11%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	89%	5%	0%	0%	0%	0%
Vacation	95%	5%	5%	0%	0%	0%
Retirement	16%	0%	63%	5%	0%	0%
Child Care	0%	0%	0%	0%	11%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Accounting Technician
Atlas Computer Center, Santa Barbara
Programs: Accounting Technician
Computer Support Services, Santa Maria
Programs: Accounting, Other
Santa Barbara Business College, Santa Barbara
Programs: Accounting
Santa Barbara Business College, Santa Maria
Programs: Accounting, Other
Santa Barbara City College, Santa Barbara
Programs: Accounting, Other

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
Programs: Accounting
Santa Barbara County Regional Occupational Program (ROP), Santa Maria
Programs: Accounting Technician
University of California Extension, Santa Barbara, Goleta
Programs: Accounting
University of LaVerne, Vandenberg A.F.B.
Programs: Accounting



OES Code: 553210

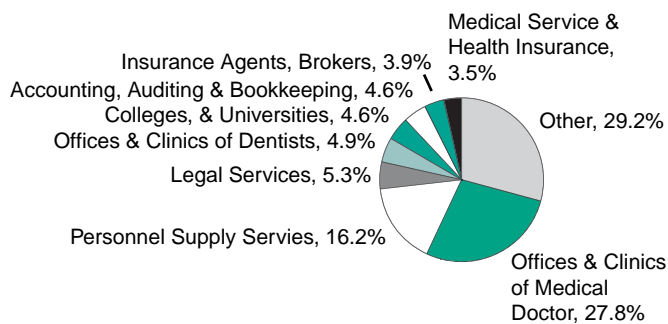
File Clerks file correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used, and locate and remove material from files when requested. They may be required to classify and file new material.

EMPLOYMENT TRENDS

Occupation Size: 249-496 Medium

Male/Female Percentage: Employers reported that 76% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 80

New: 10
Due to Separations: 70

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for File Clerks is 3.7%, which is slower than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is not difficult to find experienced and inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, many vacancies were created by employees leaving, a few were new positions, and some resulted from promotions.

Recruitment Methods:

Employee Referrals	71%
Newspaper Ads	57%
Walk-in Applicants	86%

Promotional Opportunities: Many employers reported that File Clerks may be promoted to:

- Receptionist
- Document Control
- Office Assistant

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent although many do not.

Experience/Training: A few responding employers require an average of 9 months of previous work experience in this occupation, but most are willing to substitute training for experience.

Most Important Skills:

- Apply industry terms/concepts
- Collate by hand
- Keep records and maintain files
- Operate business machines
- Organize reference materials

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 9.00	\$ 8.00
Experience/New to Firm		\$ 7.00 - 10.00	\$ 8.00
3+ Yrs. Experience with Firm		\$ 7.00 - 10.00	\$ 9.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 7.00 - 8.00	\$ 7.50
3+ Yrs. Experience with Firm		\$ 7.00 - 9.00	\$ 7.50
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 9.00	\$ 8.00
Experience/New to Firm		\$ 7.00 - 10.00	\$ 8.50
3+ Yrs. Experience with Firm		\$ 7.00 - 10.00	\$ 9.50

Employer Profile: 7 employers supplied the data for this occupation, 3 from North County and 4 from South County, representing a total of 21 positions. Of the positions reported, 33% were full-time, 52% were part-time, and 14% were temporary or on call positions.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	0%	0%	29%	14%	14%	0%
Dental	0%	0%	14%	14%	14%	0%
Vision	0%	0%	0%	0%	29%	14%
Life	0%	0%	0%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	14%	0%	0%	0%	0%	0%
Vacation	14%	0%	14%	14%	0%	0%
Retirement	0%	0%	0%	0%	0%	0%
Child Care	0%	0%	0%	0%	14%	14%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Academy Education Services Inc., Santa Maria
Programs: General Office/Clerical and Typing Services

Center for Employment Training, Santa Maria
Programs: General Office/Clerical and Typing Services

Lompoc Unified Adult School, Lompoc
Programs: General Office/Clerical and Typing Services

Santa Barbara Business College, Santa Barbara and Santa Maria
Programs: General Office/Clerical and Typing Services

Santa Barbara City College, Santa Barbara
Programs: General Office/Clerical and Typing Services

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara and Santa Maria
Programs: General Office/Clerical and Typing Services



OES Code: 553470

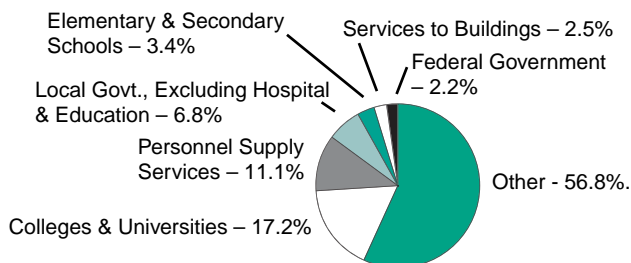
General Office Clerks perform a wide variety of tasks. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of bookkeeping, typing, stenography, office machine operation, and filing. Does not include workers whose duties are narrowly defined.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 98% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 1440
 New: 600
 Due to Separations: 840

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for General Office Clerks is 15.0%, which is average when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter no competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover, few resulted from promotions, or were new or temporary positions.

Recruitment Methods:

Employee Referrals	76%
Newspaper Ads	71%
Walk-in Applicants	41%

Promotional Opportunities: Many employers reported that General Office Clerks may be promoted to:

- Administrative Assistant
- Supervisor
- Customer Service Representative
- Secretary
- Executive Assistant

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: Many responding employers require an average of 14 months of work-related experience, primarily in office work, but almost all will substitute training for experience.

Most Important to Least Important Skills:

- Provide customer service
- Follow and give instructions
- Keep records and maintain files
- Use computer
- Organize and work with detailed office or warehouse records
- Use correct grammar, punctuation and spelling

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 10.00	\$ 8.00
Experience/New to Firm		\$ 5.75 - 12.49	\$10.00
3+ Yrs. Experience with Firm		\$ 5.75 - 18.00	\$12.25
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 10.00	\$ 6.25
Experience/New to Firm		\$ 5.75 - 12.00	\$ 7.00
3+ Yrs. Experience with Firm		\$ 5.75 - 17.00	\$10.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.69 - 10.00	\$ 9.00
Experience/New to Firm		\$ 7.38 - 12.49	\$10.00
3+ Yrs. Experience with Firm		\$ 8.14 - 18.00	\$13.73

Employer Profile: 18 employers supplied the data for this occupation, 7 from North County and 11 from South County, representing a total of 63 positions. Of the positions reported, 75% were full-time and 25% were part-time. A few employers reported that full-time hours exceed 40 per week and may be as high as 50.

Wage Notes: 14.45% of employment represents union. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All			Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T		F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%	0%	39%	11%	0%	0%		Sick Leave	67%	17%	0%	0%	0%
Dental	22%	0%	33%	11%	0%	0%		Vacation	78%	28%	0%	0%	0%
Vision	17%	0%	17%	6%	6%	0%		Retirement	17%	0%	22%	11%	0%
Life	22%	6%	22%	0%	6%	0%		Child Care	6%	0%	6%	0%	0%
Other	0%	0%	0%	0%	0%	0%							

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Center for Employment Training

Programs: General Office/Clerical and Typing Services

Lompoc Unified Adult School

Programs: General Office/Clerical and Typing Services

Santa Barbara Business College

Programs: General Office/Clerical and Typing Services

Santa Barbara City College

Programs: General Office/Clerical and Typing Services

Santa Barbara County Regional Occupational Program (ROP), Santa Maria and Santa Barbara

Programs: General Office/Clerical and Typing Services



OES Code: 538080

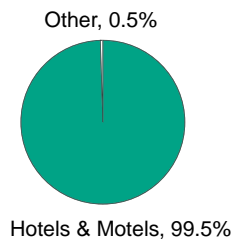
Hotel Desk Clerks accommodate hotel patrons by registering and assigning rooms to guests, issuing room keys, transmitting and receiving messages, keeping records of rooms occupied and guests' accounts, making and confirming reservations, and presenting statements to and collecting payments from departing guests.

EMPLOYMENT TRENDS

Occupation Size: 497-1,077 Large

Male/Female Percentage: Employers reported that 61% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 200

New: 40
Due to Separations: 160

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Hotel Desk Clerks is 7.3%, which is slower than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, almost all of the vacancies were created by employees leaving and a few were new positions or resulted from promotions.

Recruitment Methods:

Employee Referrals	82%
Newspaper Ads	100%
Walk-in Applicants	82%

Promotional Opportunities: Most employers reported that Hotel Desk Clerks may be promoted to:

- Front Desk Supervisor
- Manager
- Department Head

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent although a few do not.

Experience/Training: A few responding employers require an average of 10 months of previous work experience in this occupation, but most are willing to substitute training for experience.

Most Important Skills:

- Provide customer service
- Receive payments and make change
- Resolve conflicts
- Schedule/coordinate guests' recreational and social activities
- Use computer keyboard

WAGES AND BENEFITS

SANTA BARBARA COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 9.50	\$ 7.25
Experience/New to Firm	\$ 6.75 - 9.50	\$ 8.00
3+ Yrs. Experience with Firm	\$ 7.00 - 11.50	\$ 9.00

NORTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.25 - 8.50	\$ 6.87
Experience/New to Firm	\$ 6.75 - 9.00	\$ 7.50
3+ Yrs. Experience with Firm	\$ 7.00 - 12.50	\$ 9.00

SOUTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 9.50	\$ 8.37
Experience/New to Firm	\$ 8.00 - 10.50	\$ 8.87
3+ Yrs. Experience with Firm	\$ 9.00 - 12.50	\$10.25

Employer Profile: 17 employers supplied the data for this occupation, 11 from North County and 6 from South County, representing a total of 125 positions. Of the positions reported, 66% were full-time, 33% were part-time, and 1% were temporary or on call. Full-time hours can range from 35 to 42 hours per week.

Wage Notes: All wages reported were non-union. Other employer specified compensation includes incentive plans, bonuses, and other medical.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	6%	0%	65%	0%	6%	6%
Dental	6%	0%	47%	0%	0%	0%
Vision	0%	0%	41%	0%	0%	0%
Life	18%	0%	35%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	59%	6%	0%	0%	0%	0%
Vacation	65%	12%	18%	0%	0%	0%
Retirement	12%	0%	29%	0%	0%	0%
Child Care	0%	0%	0%	0%	0%	0%
Other	6%	6%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Academy Education Services, Inc., Santa Maria
Programs: General Office/Clerical and Typing Services

Center for Employment Training, Santa Maria
Programs: Administrative and Secretarial Services, Other
General Office/Clerical and Typing Services

Lompoc Unified Adult School, Lompoc
Programs: Administrative Assistant/Secretarial Science, Other
General Office/Clerical and Typing Services

Santa Barbara Business College, Santa Barbara and Santa Maria
Programs: Administrative Assistant/Secretarial Science, Other
General Office/Clerical and Typing Services

Santa Barbara City College, Santa Barbara
Programs: Administrative and Secretarial Services, Other
General Office/Clerical and Typing Services

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara and Santa Maria
Programs: Administrative Assistant/Secretarial Science, General
General Office/Clerical and Typing Services



OES Code: 533140

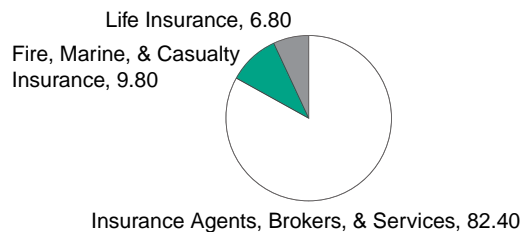
Insurance Policy Processing Clerks process applications for, changes to, reinstatements of, and cancellations of insurance policies. Their duties include reviewing insurance applications to insure that all questions have been answered, compiling data on changes of insurance policies, changing policy records to conform to insured party's specifications, compiling data on lapsed insurance policies to determine automatic reinstatement according to company policies, canceling insurance policies as requested by agents, and verifying the accuracy of insurance company records. Does not include Claims Clerks and Banking Insurance Clerks.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 95% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 20
 New: 10
 Due to Separations: 10

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Insurance Policy Processing Clerks is 10.0%, which is growing slower when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced and inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover, some were new positions, or resulted from promotions.

Recruitment Methods:

Employee Referrals	64%
Newspaper Ads	43%
Private Employment Agencies	57%

Promotional Opportunities: Most employers reported that Insurance Policy Processing Clerks may be promoted to:

- Licensed Insurance Agents
- Managers
- Supervisors
- Account Executives

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require college course work (but not necessarily a degree).

Experience/Training: Some responding employers require 6-24 months of work-related experience, primarily in customer service, but many will substitute training for experience.

Most Important Skills:

- Read and verify data on applications
- Ability to identify and solve problems
- Collect premiums and issue receipts
- Time management
- Insurance industry experience
- Continuing education

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.25 - 15.55	\$ 8.50
Experience/New to Firm		\$ 7.50 - 19.70	\$12.00
3+ Yrs. Experience with Firm		\$ 8.00 - 25.00	\$15.41
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 7.50 - 16.78	\$ 9.86
3+ Yrs. Experience with Firm		\$ 8.00 - 19.18	\$12.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$11.99 - 19.70	\$14.31
3+ Yrs. Experience with Firm		\$12.10 - 25.00	\$17.10

Employer Profile: 14 employers supplied the data for this occupation, 7 from North County and 7 from South County, representing a total of 105 positions. Of the positions reported, 90% were full-time and 10% were part-time.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	50%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	29%	0%				
Vision	14%	0%				
Life	57%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	71%	7%				
Vacation	79%	7%				
Retirement	36%	0%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include Long-term Disability Insurance, Stocks and a Cafeteria Plan.

TRAINING PROVIDERS

Center for Employment Training, Santa Maria

Programs: Administrative and Secretarial Services, Other
General Office/Clerical & Typing

Lompoc Unified School District, Lompoc

Programs: Administrative Assistant/Secretarial
Science, General
General Office/Clerical & Typing

Santa Barbara Business College, Santa Maria

Programs: Administrative Assistant/Secretarial
Science, General
General Office/Clerical & Typing

Santa Barbara City College, Santa Barbara

Programs: Administrative and Secretarial Services, Other
General Office/Clerical & Typing

Santa Barbara County Regional Occupational Program, Santa Maria and Santa Barbara

Programs: Administrative Assistant/Secretarial
Science, General
General Office/Clerical & Typing



OES Code: 553410

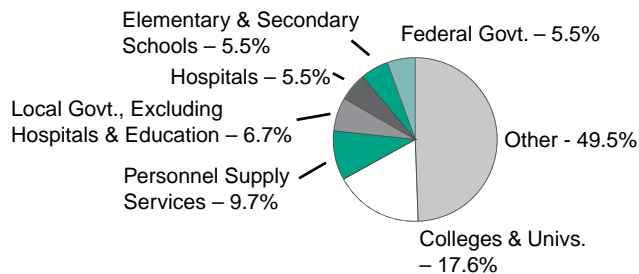
Payroll and Timekeeping Clerks compute wages and post wage data to payroll records and/or keep a daily record showing time of arrival and departure from work of employees. They compute earnings from timesheets and work tickets using a calculator. They operate posting machines to compute and subtract deductions. They enter net wages on earnings record cards, check stubs, and payroll sheets.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 100% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 20
 New: 0
 Due to Separations: 20

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Payroll and Timekeeping Clerks is 0%, which is slower than average when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

Source of Filled Vacancies: During the last 12 months, all of the vacancies filled were created by turnover.

Recruitment Methods:

Newspaper Ads	78%
Employee Referrals	78%
In-House Promotion or Transfer	50%

Promotional Opportunities: Many employers reported that Payroll and Timekeeping Clerks may be promoted to:

- Bookkeeper
- Accounts Payable
- Supervisor
- Department Manager
- Administrative Assistant

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require an Associate Degree.

Experience/Training: Many responding employers require an average of 18 months of work-related experience, primarily in clerical work, but many will substitute training for experience.

Most Important to Least Important Skills:

- Apply accounting principles
- Organize and prioritize workload
- Prepare reports
- Operate business machines
- Compute taxes
- Use spreadsheet

WAGES AND BENEFITS

SANTA BARBARA COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 11.42	\$ 7.50
Experience/New to Firm	\$ 5.75 - 16.00	\$ 8.50
3+ Yrs. Experience with Firm	\$ 7.00 - 19.00	\$12.00

NORTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.00 - 8.00	\$ 7.00
Experience/New to Firm	\$ 5.75 - 11.00	\$ 7.78
3+ Yrs. Experience with Firm	\$ 7.00 - 13.00	\$ 9.49

SOUTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$10.00 - 16.00	\$12.62
3+ Yrs. Experience with Firm	\$12.60 - 19.00	\$14.80

Employer Profile: 18 employers supplied the data for this occupation, 11 from North County and 7 from South County, representing a total of 23 positions. Of the positions reported, 78% were full-time and 22% were part-time. A few employers reported that full-time hours exceed 40 per week and may be as high as 42.

Wage Notes: Union wages were reported by few employers. Union employers generally pay at the top end of all wage ranges.

Benefits:						
Employer Pays All				Shared Cost		
Employee Pays All						
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	17%	0%	72%	6%	0%	0%
Dental	22%	0%	61%	6%	0%	0%
Vision	28%	0%	33%	6%	0%	0%
Life	56%	0%	22%	6%	0%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Center for Employment Training

Programs: General Office/Clerical and Typing Services

Lompoc Unified Adult School

Programs: General Office/Clerical and Typing Services

Santa Barbara Business College

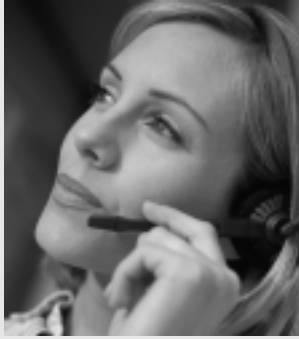
Programs: General Office/Clerical and Typing Services

Santa Barbara City College

Programs: General Office/Clerical and Typing Services

Santa Barbara County Regional Occupational Program (ROP), Santa Maria and Santa Barbara

Programs: General Office/Clerical and Typing Services



OES Code: 553050

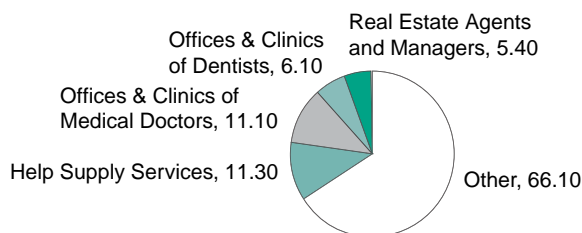
Receptionists and Information Clerks answer inquiries and obtain information for the general public (customers, visitors, and other interested parties) concerning activities conducted at an establishment, such as the location of offices or persons within the firm, departments within the store, or services within the hotel. They may perform a variety of other clerical duties. Does not include Receptionists who primarily operate switchboards.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 70% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 620
 New: 320
 Due to Separations: 300

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Receptionists and Information Clerks is 15.5%, which is growing faster when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were new positions, some resulted from turnover and a few were temporary positions or resulted from promotions.

Recruitment Methods:

Employee Referrals	60%
Newspaper Ads	70%
Walk-in Applicants	45%

Promotional Opportunities: Most employers reported that Receptionists and Information Clerks may be promoted to:

- Office Managers
- Business/Office Administrators
- Clinic Managers
- Senior Clerks

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few do not require a high school diploma.

Experience/Training: Some responding employers require 6-12 months of work-related experience, primarily in general office, but many will substitute training for experience.

Most Important Skills:

- Organizational skills
- Good oral communication skills
- Work under pressure
- Identify and solve problems
- Schedule appointments
- Gather information

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 10.50	\$ 8.00
Experience/New to Firm		\$ 6.50 - 12.11	\$ 9.00
3+ Yrs. Experience with Firm		\$ 7.00 - 14.00	\$11.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 8.00	\$ 7.00
Experience/New to Firm		\$ 6.50 - 10.00	\$ 8.25
3+ Yrs. Experience with Firm		\$ 7.00 - 12.00	\$ 9.38
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 8.00 - 10.50	\$ 9.50
Experience/New to Firm		\$ 7.50 - 12.11	\$ 9.75
3+ Yrs. Experience with Firm		\$ 9.00 - 14.00	\$12.25

Employer Profile: 21 employers supplied the data for this occupation, 10 from North County and 11 from South County, representing a total of 201 positions. Of the positions reported, 79% were full-time, 16% were part-time and 5% were temporary or on-call.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	52%	5%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	43%	0%				
Vision	10%	0%				
Life	24%	5%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	67%	24%				
Vacation	76%	23%				
Retirement	43%	9%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include holiday pay.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Receptionist

Center for Employment Training, Santa Maria

Programs: Administrative and Secretarial Services, Other
Gen. Office/Clerical & Typing Services

Coastal Valley College, Santa Maria

Programs: Receptionist

Lompoc Unified School District, Lompoc

Programs: Administrative Assistant/Secretarial Science, Other
Gen. Office/Clerical & Typing Services

Santa Barbara Business College, Santa Maria

Programs: Administrative Assistant/Secretarial Science, General
Gen. Office/Clerical & Typing Services

Santa Barbara City College, Santa Barbara

Programs: Administrative and Secretarial Services, Other
Gen. Office/Clerical & Typing Services

Santa Barbara County Regional Occupational Program, Santa Maria and Santa Barbara

Programs: Administrative Assistant/Secretarial Science, General
Gen. Office/Clerical & Typing Services



OES Code: 551080

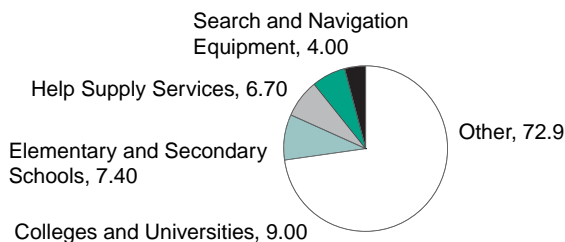
Secretaries, except Legal and Medical, relieve officials of clerical work and minor administrative and business detail by scheduling appointments, giving information to callers, taking dictation, composing and typing routine correspondence, reading and routing incoming mail, and filing correspondence and other records. They may perform various other assigned clerical duties. Does not include Medical and Legal Secretaries.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 86% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 470
 New: 120
 Due to Separations: 350

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Secretaries, General is 3.9%, which is growing slower than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were created by turnover, some were new positions, and a few were temporary positions or resulted from promotions.

Recruitment Methods:

In-House Promotion or Transfer	42%
Employee Referrals	58%
Newspaper Ads	96%

Promotional Opportunities: Most employers reported that Secretaries may be promoted to:

- Executive Secretaries
- Managers
- Coordinators
- Directors

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require college course work (but not necessarily a degree).

Experience/Training: Most responding employers require 6-48 months of work-related experience, primarily in any clerical, but most will substitute training for experience.

Most Important Skills:

- Computer/Internet knowledge
- Project management
- Good oral communication skills
- Work independently
- Use word processing software
- Compose and distribute meeting

notes

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 8.00	\$ 7.00
Experience/New to Firm		\$ 6.00 - 16.25	\$11.84
3+ Yrs. Experience with Firm		\$ 7.50 - 18.52	\$14.13
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 6.00 - 13.27	\$ 8.50
3+ Yrs. Experience with Firm		\$ 6.50 - 15.36	\$10.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 8.00 - 16.25	\$13.46
3+ Yrs. Experience with Firm		\$11.50 - 18.52	\$14.75

Employer Profile: 26 employers supplied the data for this occupation, 9 from North County and 17 from South County, representing a total of 307 positions. Of the positions reported, 77% were full-time and 23% were part-time.

Wage Notes: Union wages were reported by 15% of the employers. Union employers generally pay the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	46%	4%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	42%	0%				
Vision	27%	4%				
Life	58%	4%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	73%	8%				
Vacation	77%	8%				
Retirement	19%	4%				
Child Care	4%	0%				

Other Benefits: Other employer-specified benefits include Long-term Disability Insurance, Accidental Death Insurance and Paid Holidays.

TRAINING PROVIDERS

Center for Employment Training, Santa Maria
 Programs: Administrative and Secretarial Services, Other
 Gen. Office/Clerical & Typing Services

Lompoc Unified School District, Lompoc
 Programs: Administrative and Secretarial Services, Other
 Gen. Office/Clerical & Typing Services

Santa Barbara Business College, Santa Maria
 Programs: Administrative Assistant/Secretarial Science, General
 Gen. Office/Clerical & Typing Services

Santa Barbara City College, Santa Barbara
 Programs: Administrative and Secretarial Services, Other
 Gen. Office/Clerical & Typing Services

Santa Barbara County Regional Occupational Program, Santa Maria and Santa Barbara
 Programs: Administrative Assistant/Secretarial Science, General
 Gen. Office/Clerical & Typing Services



OES Code: 531020

Tellers receive and pay out money, and keep records of money and negotiable instruments involved in various financial institutions' transactions.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1,077 Large

Male/Female Percentage: Employers reported that 89% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 280
 New: 20
 Due to Separations: 260

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Tellers is 2.4%, which is growing slower when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were created by turnover, some resulted from promotions, and a few were new or temporary positions.

Recruitment Methods:

Employee Referrals	86%
Newspaper Ads	81%
Walk-in Applicants	67%

Promotional Opportunities: All employers reported that Tellers may be promoted to:

- Financial Services Specialist
- New Account Specialist
- Customer Service Supervisor
- Supervisor
- Operations Specialist

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: A few responding employers require an average of 8 months of work-related experience, primarily in cash handling and customer service, but some will substitute training for experience.

Most Important to Least Important Skills:

- Provide customer service
- Follow instructions
- Organize and prioritize workload
- Use spreadsheet applications
- Operate business machines
- Prepare reports

WAGES AND BENEFITS

SANTA BARBARA COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 9.05	\$ 7.77
Experience/New to Firm	\$ 7.93 - 12.00	\$ 9.00
3+ Yrs. Experience with Firm	\$ 8.72 - 15.00	\$10.50

NORTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 15.00	\$ 8.25
Experience/New to Firm	\$ 8.00 - 16.50	\$ 8.63
3+ Yrs. Experience with Firm	\$ 9.00 - 18.00	\$10.00

SOUTH COUNTY	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 9.05	\$ 7.50
Experience/New to Firm	\$ 7.93 - 14.38	\$ 9.00
3+ Yrs. Experience with Firm	\$ 8.72 - 16.78	\$10.50

Employer Profile: 21 employers supplied the data for this occupation, 8 from North County and 13 from South County, representing a total of 460 positions. Of the positions reported, 50% were full-time, 46% were part-time, and 4% were temporary or on-call.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All				Shared Cost		Employee Pays All						Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%	5%	57%	48%	0%	0%			Sick Leave	90%	62%	0%	5%	0%	0%			
Dental	33%	5%	52%	48%	5%	0%			Vacation	90%	62%	0%	5%	0%	0%			
Vision	24%	5%	43%	43%	10%	5%			Retirement	24%	14%	48%	33%	10%	10%			
Life	62%	29%	24%	24%	0%	0%			Child Care	0%	0%	10%	14%	10%	0%			
Other	10%	10%	0%	0%	0%	0%												

Other Benefits: Other employer-specified benefits include tuition reimbursement and Long Term Disability.

TRAINING PROVIDERS

Santa Barbara County Regional Occupational Program (ROP), Santa Maria and Santa Barbara Programs: Banking & Financial Support Services



OES Code: 580280

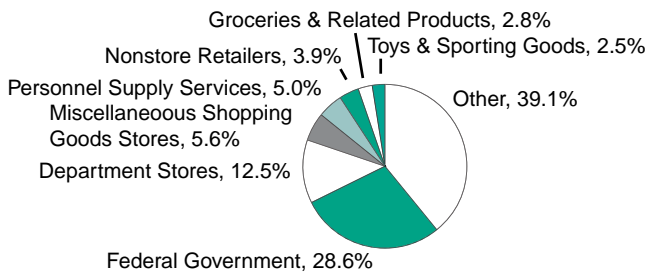
Traffic, Shipping, and Receiving Clerks verify and keep records on incoming and outgoing shipments and prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying, and recording incoming merchandise or material; and arranging for the transportation of products. Does not include Stock Clerks, and workers whose primary duties involve weighing and checking.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 78% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 270

New: 110
Due to Separations: 160

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Traffic, Shipping, and Receiving Clerks is 8.2%, which is slower than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced applicants and not difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, most vacancies were created by employees leaving, some were new positions, and a few resulted from promotions.

Recruitment Methods:

In-House Promotion or Transfer	71%
Employee Referrals	71%
Walk-in Applicants	76%

Promotional Opportunities: Many employers reported that Traffic, Shipping and Receiving Clerks may be promoted to:

- Lead
- Supervisor
- Manager

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent, although a few do not.

Experience/Training: A few responding employers require an average of 12 months of previous work experience in this occupation, but almost all are willing to substitute training for experience.

Most Important Skills:

- Manage inventories and supplies
- Organize goods/merchandise received into stock or inventory
- Package shipments
- Unpack/inventory/store goods
- Use computers to organize and locate parts and inventory
- Use inventory control procedures

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.25 - 11.54	\$ 9.00
Experience/New to Firm		\$ 6.25 - 13.07	\$10.00
3+ Yrs. Experience with Firm		\$ 7.50 - 17.74	\$10.50
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.25 - 10.00	\$ 7.50
Experience/New to Firm		\$ 6.25 - 10.00	\$ 7.75
3+ Yrs. Experience with Firm		\$ 7.50 - 13.48	\$ 9.63
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 8.50 - 14.93	\$10.00
Experience/New to Firm		\$ 8.75 - 15.69	\$12.00
3+ Yrs. Experience with Firm		\$10.00 - 17.74	\$15.00

Employer Profile: 17 employers supplied the data for this occupation, 8 from North County and 9 from South County, representing a total of 109 positions. Of the positions reported, 84% were full-time and 15% were part-time, and 1% were seasonal. Full-time hours can range from 35 to 45 per week.

Wage Notes: Union wages were reported by 12% of the employers. Union employers usually pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	24%	0%	65%	12%	12%	0%
Dental	24%	0%	53%	12%	18%	0%
Vision	18%	0%	47%	12%	12%	0%
Life	53%	0%	35%	12%	12%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	71%	12%	6%	6%	0%	0%
Vacation	82%	12%	12%	6%	0%	0%
Retirement	41%	0%	41%	12%	18%	0%
Child Care	0%	0%	6%	0%	12%	6%
Other	6%	0%	0%	0%	6%	0%

Other Benefits: Other employer specified benefits include stock options and 401K.

TRAINING PROVIDERS

Center for Employment Training, Santa Maria
Programs: Forklift Operator/Warehouse Specialist

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara and Santa Maria
Programs: General Retailing & Wholesaling Operations

SERVICE OCCUPATIONS

Cooks - Restaurants
Cooks - Short Order
Dental Assistants
Home Health Aides
Janitors and Cleaners - Except Maids and Housekeeping Cleaners
Maids and Housekeeping Cleaners
Medical Assistants
Nurse Aides
Waiters and Waitresses

100 COOKS - RESTAURANT



OES Code: 650260

Restaurant Cooks prepare, season, and cook soups, meats, vegetables, desserts, and other foodstuffs in restaurants. They may order supplies, keep records and accounts, price items on a menu, or plan the menu.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 70% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 440
New: 170
Due to Separations: 270

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Cooks-Restaurant is 12.6%, which is growing slower than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were created by turnover, some resulted from promotions, and few were new positions and temporary positions.

Recruitment Methods:

Walk-in Applicants	81%
Newspaper Ads	75%
Employee Referrals	75%

Promotional Opportunities: Almost all employers reported that Cooks-Restaurant may be promoted to:

- Assistant Manager
- Manager
- Supervisor
- Head Cook
- Manager Trainee

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: Some responding employers require an average of 13 months of work-related experience, primarily in cooking, but most will substitute training for experience.

Most Important to Least Important Skills:

- Apply food handling techniques
- Measure ingredients
- Operate cooking equipment
- Follow recipes
- Apply basic math skills
- Purchase food

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 8.00	\$ 6.75
Experience/New to Firm		\$ 5.75 - 10.00	\$ 8.00
3+ Yrs. Experience with Firm		\$ 7.50 - 12.00	\$10.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 8.00	\$ 6.72
Experience/New to Firm		\$ 6.50 - 10.00	\$ 8.00
3+ Yrs. Experience with Firm		\$ 8.00 - 15.00	\$10.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.25 - 8.00	\$ 6.75
Experience/New to Firm		\$ 5.75 - 10.00	\$ 7.25
3+ Yrs. Experience with Firm		\$ 7.50 - 12.00	\$11.00

Employer Profile: 17 employers supplied the data for this occupation, 9 from North County and 8 from South County, representing a total of 205 positions. Of the positions reported, 56% were full-time and 44% were part-time. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All			Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T		F/T	P/T	F/T	P/T	F/T	P/T
Medical	29%	6%	24%	12%	0%	6%	Sick Leave	35%	0%	12%	6%	0%	6%
Dental	18%	0%	24%	12%	6%	6%	Vacation	65%	12%	12%	0%	0%	0%
Vision	6%	0%	18%	12%	6%	6%	Retirement	12%	6%	12%	6%	0%	0%
Life	6%	0%	18%	6%	6%	6%	Child Care	0%	0%	0%	0%	0%	0%
Other	6%	6%	0%	0%	0%	0%							

Other Benefits: Other employer-specified benefits include meal discounts.

TRAINING PROVIDERS

Santa Barbara City College, Santa Barbara
Programs: Culinary Arts/Chefs Training

102 COOKS - SHORT ORDER



OES Code: 650350

Short Order Cooks prepare and cook to order a variety of foods that require only a short preparation time. They may take orders from customers and serve patrons at counters or tables. Does not include cooks in fast food establishments.

EMPLOYMENT TRENDS

Occupation Size: 249 - 496 Medium

Male/Female Percentage: Employers reported that 99% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 160
New: 70
Due to Separations: 90

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Cooks - Short Order is 15.2%, which is average when compared to the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced applicants and very difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, many vacancies were created by employees leaving and a few were temporary positions or the result of promotions.

Recruitment Methods:

Employee Referrals	83%
Newspaper Ads	83%
Walk-in Applicants	67%

Promotional Opportunities: Almost all employers reported that Cooks - Short Order may be promoted to:

- Lead
- Head Chef
- Manager

EMPLOYER REQUIREMENTS

Education: Most employers do not require recent hires to have a high school diploma or the equivalent although some do.

Experience/Training: Most responding employers require an average of 13 months of previous work experience in this occupation, but many are willing to substitute training for experience.

Most Important Skills:

- Apply food handling rules
- Cook in quantity
- Determine portions
- Follow recipes
- Measure ingredients for food preparation
- Operate cooking equipment

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.25 - 10.00	\$ 7.25
Experience/New to Firm		\$ 6.25 - 11.50	\$ 9.00
3+ Yrs. Experience with Firm		\$ 6.25 - 14.50	\$12.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.25 - 8.00	\$ 6.75
Experience/New to Firm		\$ 6.25 - 8.00	\$ 7.50
3+ Yrs. Experience with Firm		\$ 6.25 - 10.00	\$ 9.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 10.00	\$ 8.00
Experience/New to Firm		\$ 7.50 - 15.00	\$10.00
3+ Yrs. Experience with Firm		\$ 9.00 - 19.00	\$12.00

Employer Profile: 18 employers supplied the data for this occupation, 5 from North County and 13 from South County, representing a total of 106 positions. Of the positions reported, 59% were full-time, 40% were part-time, and 1% were seasonal.

Wage Notes: Union wages were reported by 6% of the employers. Union employers generally pay at the top end of all wage ranges. Other types of compensation include tips.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	28%	0%	28%	11%	6%	0%
Dental	28%	0%	22%	11%	6%	0%
Vision	28%	0%	22%	11%	6%	0%
Life	11%	0%	28%	17%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	28%	11%	17%	11%	6%	0%
Vacation	33%	11%	17%	6%	0%	0%
Retirement	22%	6%	11%	6%	6%	0%
Child Care	0%	0%	0%	0%	6%	0%
Other	0%	6%	6%	0%	0%	0%

Other Benefits: Other employer specified benefits include a yearly bonus and golf and lodging privileges.

TRAINING PROVIDERS

Santa Barbara City College, Santa Barbara
Programs: Culinary Arts/Chef Training

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
Programs: Culinary Arts and Related Services, Other

Vocational Career Services, Santa Barbara
Programs: Culinary Arts and Related Services, Other



OES Code: 660020

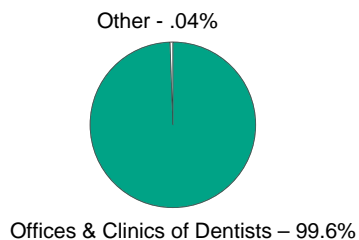
Dental Assistants assist the dentist at the chair by preparing patients and equipment, keeping records, and performing related duties as required.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1,077 Large

Male/Female Percentage: Employers reported that 99% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 150
 New: 90
 Due to Separations: 60

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Dental Assistants is 18.0%, which is growing faster than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced applicants and very difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were created by turnover, and a few were new positions or temporary promotions.

Recruitment Methods:

Newspaper Ads	81%
Employee Referrals	57%
Walk-in Applicants	57%

Promotional Opportunities: A few employers reported that Dental Assistants may be promoted to:

- Office Manager
- Registered Dental Assistant

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: Many responding employers require an average of 13 months of work-related experience, primarily in the medical field, but most will substitute training for experience.

Most Important to Least Important Skills:

- Assist Dentist
- Apply patient care procedures
- Apply interpersonal communication techniques
- Compile and maintain records
- Apply medical x-ray procedures
- Use computer

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 13.00	\$ 8.50
Experience/New to Firm		\$ 7.00 - 16.00	\$11.50
3+ Yrs. Experience with Firm		\$10.00 - 20.00	\$14.50
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 7.00	\$ 6.00
Experience/New to Firm		\$ 7.00 - 14.00	\$ 9.50
3+ Yrs. Experience with Firm		\$10.00 - 20.00	\$12.50
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 8.00 - 13.00	\$12.00
Experience/New to Firm		\$11.00 - 18.00	\$12.00
3+ Yrs. Experience with Firm		\$13.00 - 20.00	\$16.00

Employer Profile: 22 employers supplied the data for this occupation, 12 from North County and 10 from South County, representing a total of 80 positions. Of the positions reported, 75% were full-time, 24% were part-time, and 1% were temporary or on-call.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All			Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T		F/T	P/T	F/T	P/T	F/T	P/T
Medical	59%	5%	5%	0%	0%	0%		Sick Leave	73%	18%	0%	0%	0%
Dental	64%	18%	14%	5%	0%	0%		Vacation	91%	14%	5%	0%	0%
Vision	14%	0%	0%	0%	0%	0%		Retirement	50%	5%	0%	0%	0%
Life	14%	0%	0%	0%	0%	0%		Child Care	0%	0%	0%	0%	0%
Other	5%	0%	0%	0%	0%	0%							

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Dental Assistant

Coastal Valley College, Santa Maria
Programs: Dental Assistant



OES Code: 660110

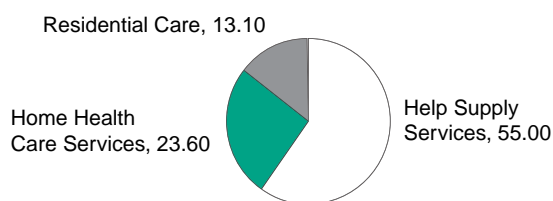
Home Health Aides care for elderly, convalescent, or handicapped person in home of patient. They perform duties for patients such as changing bed linen, preparing meals, assisting in and out of bed, bathing, dressing, grooming, and assisting with medications under doctors' orders or direction of nurse. Please exclude Nursing Aides and Homemakers.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 85% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 60
 New: 40
 Due to Separations: 20

Projections:

Employer Findings: Most employers in this study project employment for this occupation to grow over the next two years.

EDD Projections: The new job trend rate for Home Health Aides is 25.0%, which is growing much faster than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were created by temporary positions, some were new positions and a few resulted from turnover.

Recruitment Methods:

Employee Referrals	80%
Newspaper Ads	100%
School, program referrals	50%
Walk-in Applicants	50%

Promotional Opportunities: Many employers reported that Home Health Aides may be promoted to:

- Registered Nurses
- Licensed Vocational Nurses
- Shift Supervisors
- Caregiver Trainers

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent but many do not. Some employers may require Home Health Aide Certification.

Experience/Training: Some responding employers require 6-12 months of work-related experience, primarily as a caregiver, but most will substitute training for experience.

Most Important Skills:

- Nutrition
- Speech Therapy
- Read and follow instructions
- Good oral communication skills
- Use transfer techniques for moving patients
- Clean patients quarters

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.36 - 10.71	\$ 9.00
Experience/New to Firm		\$ 7.52 - 12.00	\$10.00
3+ Yrs. Experience with Firm		\$ 7.70 - 15.00	\$10.25
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A

Employer Profile: 10 employers supplied the data for this occupation, 2 from North County and 8 from South County, representing a total of 205 positions. Of the positions reported, 36% were full-time, 33% were part-time and 31% were temporary or on-call.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	10%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	20%	0%				
Vision	10%	0%				
Life	20%	10%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	20%	10%				
Vacation	20%	20%				
Retirement	10%	10%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Home Health Aide

Santa Barbara Business College, Santa Maria
Programs: Home Health Aide



OES Code: 670050

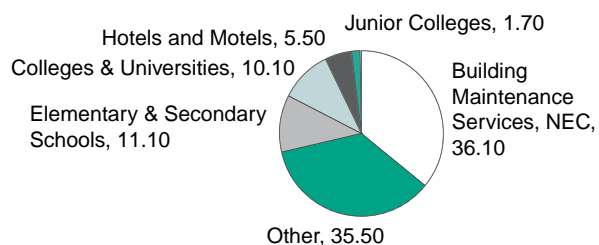
Janitors and Cleaners, except Maids and Housekeeping Cleaners, keep buildings in clean and orderly condition. They perform heavy cleaning duties, such as operating motor-driven cleaning equipment, mopping floors, washing walls and glass, and removing rubbish. They may have additional duties and responsibilities, such as tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs and additions, and cleaning snow or debris from sidewalk. Does not include Maids and Housekeepers.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 69% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 820
 New: 390
 Due to Separations: 430

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Janitors, Cleaners - except Maids is 14.8%, which is average when compared to the growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is not difficult to find experienced and inexperienced applicants. Supply of qualified applicants is greater than demand, creating a very competitive job market.

Source of Filled Vacancies: During the last 12 months, almost all of the vacancies filled were created by turnover, and a few temporary positions, new positions, or resulted from promotions.

Recruitment Methods:

Employee Referrals	60%
Newspaper Ads	70%
Walk-in Applicants	65%

Promotional Opportunities: Most employers reported that Janitors may be promoted to:

- Supervisors
- Managers of Maintenance
- Grounds Maintenance
- Directors

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and many do not require a high school diploma.

Experience/Training: Some responding employers require 6-24 months of work-related experience, primarily in any maintenance, but most will substitute training for experience.

Most Important Skills:

- Good organizational skills
- Good communications
- Perform routine repetitive work
- Read and follow directions
- Use hand tools and cleaning solutions
- Collect and empty trash

WAGES AND BENEFITS

SANTA BARBARA COUNTY - Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 9.11	\$ 6.00
Experience/New to Firm	\$ 5.75 - 11.03	\$ 6.63
3+ Yrs. Experience with Firm	\$ 6.00 - 11.03	\$ 8.47

SANTA BARBARA COUNTY - Union

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.90 - 11.86	\$ 9.87
Experience/New to Firm	\$ 8.62 - 15.00	\$10.87
3+ Yrs. Experience with Firm	\$ 9.90 - 17.00	\$12.48

NORTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 10.76	\$ 6.00
Experience/New to Firm	\$ 5.75 - 11.30	\$ 6.50
3+ Yrs. Experience with Firm	\$ 6.00 - 13.10	\$ 7.50

SOUTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 5.75 - 12.23	\$ 8.00
Experience/New to Firm	\$ 6.00 - 12.23	\$ 8.81
3+ Yrs. Experience with Firm	\$ 8.50 - 13.08	\$10.08

Employer Profile: 21 employers supplied the data for this occupation, 10 from North County and 11 from South County, representing a total of 656 positions. Of the positions reported, 42% were full-time, 53% were part-time, and 5% were temporary or on-call.

Wage Notes: Union wages were reported by 33% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	29%	0%				
Vision	24%	0%				
Life	33%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	62%	10%				
Vacation	62%	10%				
Retirement	24%	0%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include tuition assistance, accidental death and dismemberment insurance.

TRAINING PROVIDERS

Center for Employment Training, Santa Maria

Programs: Building/Property Maintenance and Manager

110 MAIDS AND HOUSEKEEPING CLEANERS



OES Code: 670020

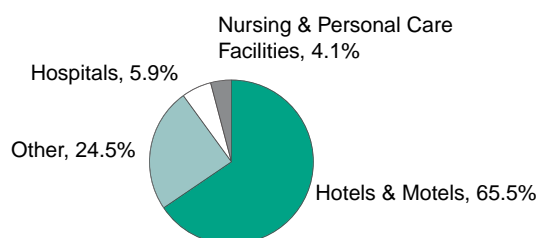
Maids and Housekeeping Cleaners perform any combination of tasks to maintain rooms in commercial establishments, such as hotels, restaurants and hospitals, in a clean and orderly condition. Their duties include making beds, replenishing linens, cleaning rooms and halls, and arranging furniture.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 75% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 440

New: 190
Due to Separations: 250

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Maids and Housekeeping Cleaners is 10.3%, which is slower than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, most vacancies were created by employees leaving and a few resulted from promotions.

Recruitment Methods:

Employee Referrals	78%
Newspaper Ads	100%
Walk-in Applicants	94%

Promotional Opportunities: Most employers reported that Maids and Housekeeping Cleaners may be promoted to:

- Assistant Housekeeper
- Executive Housekeeper
- Housekeeping Supervisor
- Inspector

EMPLOYER REQUIREMENTS

Education: A few employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: A few responding employers require an average of 6 months of previous work experience in this occupation, but most are willing to substitute training for experience.

Most Important Skills:

- Apply health/sanitation standards
- Clean linens
- Operate cleaning equipment
- Perform domestic/cleaning duties
- Remove stains from upholstery, carpets, etc.
- Speak second language fluently

WAGES AND BENEFITS

SANTA BARBARA COUNTY

Entry Level/No Experience
Experience/New to Firm
3+ Yrs. Experience with Firm

RANGE

\$ 6.25 - 7.25
\$ 6.25 - 7.75
\$ 6.50 - 9.00

MEDIAN

\$ 6.25
\$ 6.75
\$ 7.53

NORTH COUNTY

Entry Level/No Experience
Experience/New to Firm
3+ Yrs. Experience with Firm

RANGE

\$ 6.25 - 7.00
\$ 6.25 - 7.27
\$ 6.50 - 10.00

MEDIAN

\$ 6.25
\$ 6.75
\$ 7.50

SOUTH COUNTY

Entry Level/No Experience
Experience/New to Firm
3+ Yrs. Experience with Firm

RANGE

\$ 6.25 - 8.00
\$ 6.25 - 8.00
\$ 6.75 - 8.70

MEDIAN

\$ 6.50
\$ 6.75
\$ 8.00

Employer Profile: 18 employers supplied the data for this occupation, 11 from North County and 7 from South County, representing a total of 379 positions. Of the positions reported, 58% were full-time, 40% were part-time, and 3% were seasonal.

Wage Notes: All wages reported were non-union. Other employer specified compensation include tips.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	11%	0%	72%	11%	0%	0%
Dental	6%	0%	56%	6%	6%	0%
Vision	0%	0%	44%	0%	0%	0%
Life	28%	0%	22%	6%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	44%	17%	6%	0%	0%	0%
Vacation	56%	22%	22%	0%	0%	0%
Retirement	6%	0%	28%	6%	6%	0%
Child Care	0%	0%	0%	0%	0%	0%
Other	6%	6%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

No training providers available at this time.



OES Code: 660050

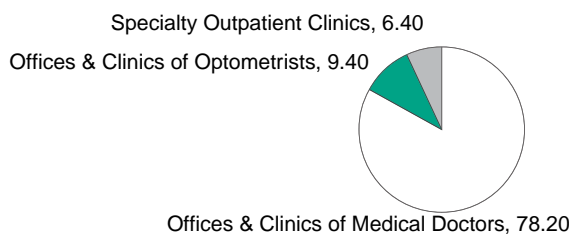
Medical Assistants perform various duties under the direction of physicians in the examination and treatment of patients. They prepare treatment room, inventory supplies and instruments, and set up patients for attention of physician, handing instruments and materials to physician as directed. They may schedule appointments, keep medical records, or perform other clerical duties.

EMPLOYMENT TRENDS

Occupation Size: 249 - 496 Medium

Male/Female Percentage: Employers reported that 96% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 130
 New: 80
 Due to Separations: 50

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Medical Assistants is 30.8%, which is growing much faster than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover and a few were new or temporary positions or resulted from promotions.

Recruitment Methods:

Employee Referrals	47%
Newspaper Ads	89%
Colleges/Universities	63%

Promotional Opportunities: Many employers reported that Medical Assistants may be promoted to:

- Office Managers
- Educators
- Assistant Center Directors

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few require an associate or bachelor degree. A medical assistant's certificate may be required by some employers.

Experience/Training: Many responding employers require 6-24 months of work-related experience, primarily in customer service fields, but most will substitute training for experience.

Most Important Skills:

- Spanish speaking
- Medical training
- Keep accurate records
- Good oral communications
- Interview patients and record information
- Measure vital signs and record information

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 10.00	\$ 8.50
Experience/New to Firm		\$ 7.00 - 11.00	\$ 9.50
3+ Yrs. Experience with Firm		\$ 7.50 - 13.77	\$10.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 7.00 - 10.00	\$ 9.00
3+ Yrs. Experience with Firm		\$ 7.50 - 13.00	\$10.47
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 8.00 - 11.00	\$ 9.74
3+ Yrs. Experience with Firm		\$ 9.66 - 13.77	\$10.00

Employer Profile: 19 employers supplied the data for this occupation, 10 from North County and 9 from South County, representing a total of 325 positions. Of the positions reported, 82% were full-time, 14% were part-time and 4% were temporary or on-call.

Wage Notes: Union wages were reported by 5% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	68%	5%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	16%	5%				
Vision	5%	0%				
Life	47%	5%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	89%	21%				
Vacation	95%	21%				
Retirement	26%	5%				
Child Care	0%	0%				

Other Benefits: Other employer-specified benefits include holiday pay.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Medical Assistant

Costal Valley College, Santa Maria
Programs: Medical Assistant

Center for Employment Training, Santa Maria
Programs: Medical Assistant

Santa Barbara Business College, Santa Maria and Santa Barbara
Programs: Medical Assistant



OES Code: 660080

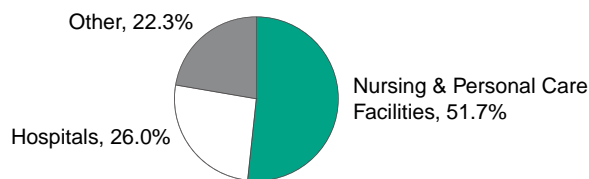
Nurse Aides work under the direction of nursing or medical staff to provide auxiliary services in the care of patients. They perform duties such as answering patients' call bells, serving and collecting food trays, and feeding patients. Nurse Aides may be called Assistants, Attendants, or Orderlies. Orderlies are primarily concerned with the care of male patients, setting up equipment, and relieving nurses of heavier work. Does not include Psychiatric Aides and Home Health Aides.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 81% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 230

New: 110
Due to Separations: 120

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Nurse Aides is 9.7%, which is slower than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced and inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, most vacancies were created by employees leaving, some were temporary positions, and a few resulted from new positions.

Recruitment Methods:

Employee Referrals	73%
Newspaper Ads	93%
School Program Referrals	67%

Promotional Opportunities: Many employers reported that Nurse Aides may be promoted to:

- Certified Nursing Assistant II
- Restorative Aide
- Licensed Vocational Nurse

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and many require less than a high school diploma.

Experience/Training: Some responding employers require an average of 9 months of previous work experience in this occupation, but most are willing to substitute training for experience.

Most Important Skills:

- Apply nursing practices and procedures
- Keep records and maintain files
- Perform routine medical treatments
- Prepare patients for exams and treatments
- Take vital signs
- Understand and use medical terminology

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 10.00	\$ 8.38
Experience/New to Firm		\$ 7.00 - 11.75	\$10.00
3+ Yrs. Experience with Firm		\$ 8.00 - 11.75	\$11.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 8.00 - 8.52	\$ 8.11
Experience/New to Firm		\$ 7.00 - 9.87	\$ 8.26
3+ Yrs. Experience with Firm		\$ 8.00 - 11.42	\$ 9.26
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 10.00	\$ 9.50
Experience/New to Firm		\$ 8.00 - 11.75	\$10.10
3+ Yrs. Experience with Firm		\$ 9.00 - 11.75	\$11.00

Employer Profile: 15 employers supplied the data for this occupation, 6 from North County and 9 from South County, representing a total of 708 positions. Of the positions reported, 52% were full-time, 17% were part-time, and 31% were temporary or on call. Full-time hours can range from 36 to 45 hours per week.

Wage Notes: All wages reported were non-union. Other employer specified compensation may include a shift differential.

Out of pattern wages can occur when employers do not hire employees in all experience levels.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	14%	0%	71%	14%	0%	0%
Dental	7%	0%	64%	14%	7%	0%
Vision	14%	14%	43%	0%	0%	0%
Life	50%	14%	14%	0%	7%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	64%	14%	0%	0%	0%	0%
Vacation	71%	14%	0%	0%	0%	0%
Retirement	29%	14%	29%	7%	14%	0%
Child Care	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Medical Assistant
Nurse Assistant/Aide

Center for Employment Training, Santa Maria
Programs: Medical Assistant

Medical Career Services, Santa Barbara
Programs: Medical Assistant

Santa Barbara Business College, Santa Barbara and Santa Maria
Programs: Medical Assistant

Santa Barbara City College, Santa Barbara
Programs: Nurse Assistant/Aide

Santa Maria School of Medical Arts, Santa Maria
Programs: Nurse Assistant/Aide

Vocational Career Services, Santa Barbara
Programs: Medical Assistant



OES Code: 650080

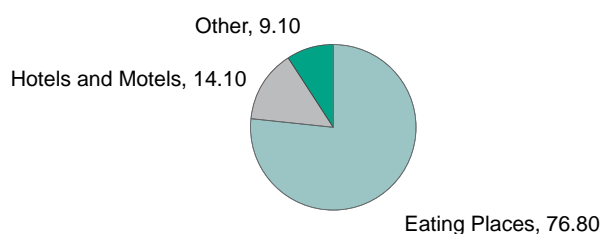
Waiters and Waitresses serve food and/or beverages to patrons at tables. They usually take orders from patrons and make out the check. Their duties may include setting tables with linen and silverware and taking payment from patrons. They may serve customers at counters as well as at tables. Does not include workers who only work at counters.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 57% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 1,980
 New: 390
 Due to Separations: 1,590

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Waiters and Waitresses is 10.1%, which is growing slower than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover and a few were new positions, temporary positions or resulted from promotions.

Recruitment Methods:

Employee Referrals	74%
Newspaper Ads	79%
Walk-in Applicants	74%

Promotional Opportunities: Almost all employers reported that Waiters and Waitresses may be promoted to:

- Assistant Managers/Managers
- Supervisors
- Hostesses
- Bartenders

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and many do not require a high school diploma.

Experience/Training: Some responding employers require 3-12 months of work-related experience, primarily in customer service, but some will substitute training for experience.

Most Important Skills:

- Learn computerized menus
- POS knowledge
- Communicate effectively with the public
- Good oral communication skills
- Ability to take orders from patrons
- Ability to identify and solve problems

WAGES AND BENEFITS

SANTA BARBARA COUNTY

Entry Level/No Experience

RANGE

\$ 5.75 - 5.75

MEDIAN

\$ 5.75

Experience/New to Firm

\$ 5.75 - 6.75

\$ 5.75

3+ Yrs. Experience with Firm

\$ 5.75 - 7.75

\$ 5.75

NORTH COUNTY

Entry Level/No Experience

RANGE

\$ 5.75 - 5.75

MEDIAN

\$ 5.75

Experience/New to Firm

\$ 5.75 - 6.75

\$ 5.75

3+ Yrs. Experience with Firm

\$ 5.75 - 7.75

\$ 5.75

SOUTH COUNTY

Entry Level/No Experience

RANGE

\$ 5.75 - 5.75

MEDIAN

\$ 5.75

Experience/New to Firm

\$ 5.75 - 5.75

\$ 5.75

3+ Yrs. Experience with Firm

\$ 5.75 - 7.00

\$ 5.75

Employer Profile: 20 employers supplied the data for this occupation, 9 from North County and 11 from South County, representing a total of 583 positions. Of the positions reported, 26% were full-time, 73% were part-time and 1% were seasonal.

Wage Notes: Union wages were reported by 5% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:

	Employer Pays All		Shared Cost	Employee Pays All	
	F/T	P/T		F/T	P/T
Medical	15%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.		
Dental	15%	0%			
Vision	5%	0%			
Life	15%	0%			
Other	0%	0%			

	Employer Pays All		Shared Cost	Employee Pays All	
	F/T	P/T		F/T	P/T
Sick Leave	20%	0%			
Vacation	45%	10%			
Retirement	10%	0%			
Child Care	0%	0%			

Other Benefits: Other employer-specified benefits include meals.

TRAINING PROVIDERS

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: Waiter/Waitress and Dining Room Manager

Santa Barbara County Regional Occupational Program, Santa Barbara

Programs: Restaurant Occupation Co-operative

AGRICULTURAL, FORESTRY, FISHING AND RELATED OCCUPATIONS

Animal Health Technicians
Farmworkers - Farm and Ranch Animals
Farmworkers - Food and Fiber Crops
Graders and Sorters - Agricultural Products



Non-OES Code: 079361999

Animal Health Technicians (AHTs) assist veterinary staff to diagnose and treat animals for injury and illness, applying knowledge of veterinary medical assisting procedures and techniques and following directions of veterinary staff.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 86% of the positions were filled by females.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover, some were new positions, and a few resulted from temporary positions.

Recruitment Methods:

Employee Referrals	56%
Newspaper Ads	75%
Walk-in Applicants	50%

Promotional Opportunities: Many employers reported that Animal Health Technicians may be promoted to:

- Hospital Managers
- Head Technicians
- Supervisors
- Practice Managers

Projected Openings: N/A

New: N/A
Due to Separations: N/A

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Animal Health Technicians is not available.

The average growth rate for jobs in the county is 14.1%.

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and some require an associate degree. A registered Veterinary Technician certificate or license may be required.

Experience/Training: A few responding employers require 6-12 months of work-related experience, primarily in any medical field, but almost all will substitute training for experience.

Most Important Skills:

- Science and Chemistry
- Multi-tasking
- Work under pressure
- Good oral communication skills
- Ability to medicate animals
- Follow procedures

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 8.50	\$ 7.00
Experience/New to Firm		\$ 7.00 - 10.00	\$ 8.76
3+ Yrs. Experience with Firm		\$ 8.50 - 13.00	\$11.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 8.50	\$ 6.50
Experience/New to Firm		\$ 7.00 - 10.00	\$ 8.51
3+ Yrs. Experience with Firm		\$ 8.50 - 13.00	\$10.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 8.00	\$ 7.50
Experience/New to Firm		\$ 7.02 - 10.00	\$ 9.00
3+ Yrs. Experience with Firm		\$10.00 - 12.00	\$11.50

Employer Profile: 16 employers supplied the data for this occupation, 8 from North County and 8 from South County, representing a total of 49 positions. Of the positions reported, 71% were full-time, 22% were part-time and 4% were temporary or on-call. A few employers reported that full-time hours may exceed 40 per week and may be as high as 45 hours.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost	Employee Pays All	
	F/T	P/T		F/T	P/T
Medical	38%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.		
Dental	6%	0%			
Vision	0%	0%			
Life	6%	0%			
Other	0%	0%			

	Employer Pays All		Shared Cost	Employee Pays All	
	F/T	P/T		F/T	P/T
Sick Leave	50%	13%			
Vacation	56%	19%			
Retirement	6%	6%			
Child Care	0%	0%			

Other Benefits: Other employer-specified benefits include veterinary discount, pet care/medicine and uniforms.

TRAINING PROVIDERS

Santa Barbara County Regional Occupational Program , Santa Maria
 Programs: Veterinarian Assistant/Animal Health Technician

University of California, Santa Barbara
 Programs: Pharmacology, Human and Aimal Zoology, General

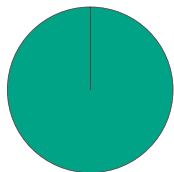
**OES Code:** 798580

Farmworkers, Farm and Ranch Animal Workers attend to live farm or ranch animals that may include cattle, sheep, swine, goats, and poultry produced for animal products such as meat, fur, skins, feathers, milk, and eggs. Duties may include feeding, watering, herding, grazing, castrating, branding, debeaking, weighing, catching, and loading animals. May maintain records on animals; examine animals to detect diseases and injuries; assist in birth deliveries; and administer medications, vaccinations, or insecticide as appropriate. May clean and maintain housing areas. Include workers who tend dairy milking machines, shear wool from sheep, collect eggs in hatcheries, place shoes on animals' hooves, and tend bee colonies.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small**Male/Female Percentage:** Employers reported that 84% of the positions were filled by males.**Where The Jobs Are:**

Animal Services, Except Veterinary- 100%



Projected Openings: 60
 New: 30
 Due to Separations: 30

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Farmworkers-Farm/Ranch Animals is 25.0%, which is growing much faster than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

Source of Filled Vacancies: During the last 12 months, almost all of the vacancies filled were created by turnover and a few were new positions.

Recruitment Methods:

Walk-in Applicants	100%
Employee Referrals	83%
Newspaper Ads	50%

Promotional Opportunities: Many employers reported that Farmworkers-Farm/Ranch Animals may be promoted to:

- Assistant
- Supervisor
- Management

EMPLOYER REQUIREMENTS

Education: Many employers do not require recent hires to have a high school diploma or the equivalent.

Experience/Training: Many responding employers require an average of 16 months of work-related experience, primarily in farming, but most will substitute training for experience.

Most Important to Least Important Skills:

- Understand animals
- Identify livestock
- Groom animals
- Recognize diseases
- Operate special equipment
- Keep records

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 5.75	\$ 5.75
Experience/New to Firm		\$ 5.75 - 8.63	\$ 7.00
3+ Yrs. Experience with Firm		\$ 6.90 - 17.26	\$10.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 5.75 - 8.00	\$ 6.44
3+ Yrs. Experience with Firm		\$ 6.90 - 12.00	\$10.00
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A

Employer Profile: 7 employers supplied the data for this occupation, 5 from North County and 2 from South County, representing a total of 25 positions. Of the positions reported, 88% were full-time and 12% were part-time. Some employers reported full-time hours exceed 40 per week and may be as high as 48.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All			Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T		F/T	P/T	F/T	P/T	F/T	P/T
Medical	29%	0%	0%	14%	0%	0%		14%	14%	0%	0%	0%	0%
Dental	14%	0%	0%	14%	0%	0%		29%	14%	0%	0%	0%	0%
Vision	14%	0%	0%	14%	0%	0%		0%	0%	0%	0%	0%	0%
Life	14%	14%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%		0%	0%	0%	0%	0%	0%
Sick Leave								14%	14%	0%	0%	0%	0%
Vacation								29%	14%	0%	0%	0%	0%
Retirement								0%	0%	0%	0%	0%	0%
Child Care								0%	0%	0%	0%	0%	0%

Other Benefits: Other employer-specified benefits include a 401K Plan.

TRAINING PROVIDERS

Santa Barbara County Regional Occupational Program (ROP), Santa Maria
 Programs: Agricultural Animal Husbandry & Production Management


OES Code: 798560

Farmworkers, Food and Fiber Crops manually plant, cultivate, and harvest food and fiber products such as grains, vegetables, fruits, nuts, and field crops (e.g., cotton, mint, hops, and tobacco). Use hand tools such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying fungicides, herbicides, or pesticides; and packing and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities. Include workers involved in expediting pollination and those who cut seed tuber crops into sections for planting.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 90% of the positions were filled by males.

Where The Jobs Are: N/A

Supply/Demand: Employers report it is moderately difficult to find experienced and not difficult to find inexperienced applicants. Employer demand is somewhat greater than supply. Experienced applicants may encounter little competition in their job search, but inexperienced applicants will find a very competitive job market.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were temporary positions and a few resulted from promotions, turnover or new positions.

Recruitment Methods:

In-House Promotion or Transfer	38%
Employee Referrals	100%
Walk-in Applicants	75%

Projected Openings: N/A
New: N/A
Due to Separations: N/A

Promotional Opportunities: Most employers reported that Farmworkers - Food and Fiber Crops may be promoted to:

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Farmworkers - Food and Fiber Crops is not available. The average growth rate is 14.1% for jobs in the county.

- Foremen
- Tractor Driver
- Supervisors
- Crew Bosses

EMPLOYER REQUIREMENTS

Experience/Training: A few responding employers require 3-12 months of work-related experience, primarily in any field work or manual labor, but a few will substitute training for experience.

Education: All employers do not require a high school education.

Most Important Skills:

- People skills
- Dedication
- Perform routine work
- Work independently
- Use hand tools
- Pick or pull produce

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 7.00	\$ 6.00
Experience/New to Firm		\$ 5.75 - 7.25	\$ 6.25
3+ Yrs. Experience with Firm		\$ 6.00 - 8.50	\$ 6.50
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 6.75	\$ 6.25
Experience/New to Firm		\$ 6.00 - 7.25	\$ 6.78
3+ Yrs. Experience with Firm		\$ 6.00 - 8.50	\$ 7.23
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 7.00	\$ 5.75
Experience/New to Firm		\$ 5.75 - 6.50	\$ 6.00
3+ Yrs. Experience with Firm		\$ 6.00 - 8.00	\$ 6.50

Employer Profile: 17 employers supplied the data for this occupation, 8 from North County and 9 from South County, representing a total of 1598 positions. Of the positions reported, 54% were full-time, 1% were part-time and 45% were temporary or on-call.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	41%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	29%	0%				
Vision	29%	0%				
Life	35%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	41%	0%				
Vacation	53%	0%				
Retirement	24%	0%				
Child Care	0%	0%				

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

Allan Hanock College, Santa Maria

Programs: Agribusiness
Viticulture

Santa Barbara City College, Santa Barbara

Programs: Horticulture Science

Santa Barbara County Regional Occupational Program, Santa Maria

Programs: Agricultural Mechanization, General
Agricultural Animal Husbandry & Production
Horticulture Services Operation & Management



OES Code: 790110

Graders and Sorters, Agricultural Products grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition. Does not include Inspectors and Graders of processed agricultural products.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 57% of the positions were filled by females.

Where The Jobs Are:

Beer, Wine &
Distilled Beverages – 27.6%



Projected Openings: N/A
 New: N/A
 Due to Separations: N/A

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Graders & Sorters-Agricultural Products is not available. The average growth rate is 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were temporary positions and a few were created by turnover, or resulted from promotions.

Recruitment Methods:

Employee Referrals	87%
Walk-in Applicants	73%
In-House Promotion or Transfer	40%

Promotional Opportunities: Most employers reported that Graders & Sorters-Agricultural Products may be promoted to:

- Lead
- Supervisor
- Foreman
- Packer

EMPLOYER REQUIREMENTS

Education: Almost all employers do not require recent hires to have a high school diploma or the equivalent.

Experience/Training: Some responding employers require an average of 8 months of work-related experience, primarily in grading and sorting, but most will substitute training for experience.

Most Important to Least Important Skills:

- Follow and give instructions
- Adhere to safety procedures
- Sort raw materials/products in manufacturing
- Recognize crops/food products
- Use hand tools
- Operate specialized equipment in Agriculture, Forestry or Fishing Activities

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 7.00	\$ 5.75
Experience/New to Firm		\$ 5.75 - 7.00	\$ 6.00
3+ Yrs. Experience with Firm		\$ 6.00 - 8.28	\$ 6.75
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 7.00	\$ 6.00
Experience/New to Firm		\$ 5.75 - 7.00	\$ 6.30
3+ Yrs. Experience with Firm		\$ 6.00 - 8.28	\$ 6.68
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 5.75	\$ 5.75
Experience/New to Firm		\$ 5.75 - 6.00	\$ 5.75
3+ Yrs. Experience with Firm		\$ 6.00 - 7.50	\$ 6.38

Employer Profile: 15 employers supplied the data for this occupation, 9 from North County and 6 from South County, representing a total of 1204 positions. Of the positions reported, 48% were full-time, 2% were part-time, 21% were temporary or on-call, and 30% were seasonal. Many employers reported that full-time hours exceed 40 and may be as high as 59.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%	0%	27%	0%	0%	0%
Dental	7%	0%	13%	0%	0%	0%
Vision	13%	0%	20%	0%	0%	0%
Life	7%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	33%	0%	0%	0%	0%	0%
Vacation	47%	0%	0%	0%	0%	0%
Retirement	13%	0%	7%	0%	13%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hanock College, Santa Maria
 Programs: Agricultural & Food Products
 Processing

PRODUCTION, CONSTRUCTION, OPERATING AND MAINTENANCE OCCUPATIONS

Automotive Mechanics
Carpenters
Drywall Installers
Electricians
Farm Equipment Mechanics
Hand Packers and Packagers
Plumbers, Pipefitters and Steamfitters
Roofers
Truck Drivers - Heavy or Tractor Trailer
Truck Drivers, Light - Include Delivery and Route Workers
Welders and Cutters



OES Code: 853020

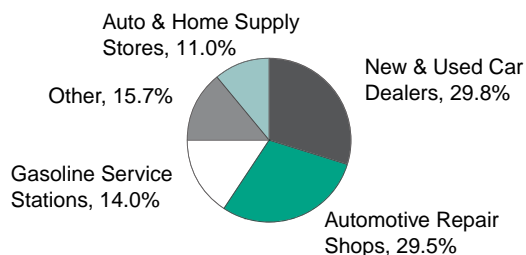
Automotive Mechanics adjust, repair, and overhaul automotive vehicles. They may be designated according to specialties, such as Brake Repairers, Transmission Mechanics, or Front-end Mechanics. Does not include Auto Body Repairers, Bus and Truck Mechanics, Diesel Engine Specialists, and Electrical Systems Specialists.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1077 Large

Male/Female Percentage: Employers reported that 98% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 230
 New: 90
 Due to Separations: 140

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Automotive Mechanics is 11.5%, which is slower than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers reported it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, most vacancies were created by employees leaving, some were new positions, and a few resulted from promotions.

Recruitment Methods:

Employee Referrals	63%
Newspaper Ads	69%
Walk-in Applicants	69%

Promotional Opportunities: Some employers reported that Automotive Mechanics may be promoted to:

- Service Advisor
- Assistant Manager
- Manager

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and a few require an associate degree.

Experience/Training: Almost all responding employers require an average of 31 months of previous work experience in this occupation, but many are willing to substitute training for experience.

Most Important Skills:

- Adhere to safety procedures
- Diagnose automotive systems malfunctions
- Estimate automotive repairs
- Install/replace/repair automotive components
- Operate electronic test equipment
- Perform routine service on vehicles

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 8.00 - 10.00	\$ 8.00
Experience/New to Firm		\$ 8.00 - 22.00	\$12.00
3+ Yrs. Experience with Firm		\$11.51 - 28.00	\$17.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 8.00 - 14.38	\$11.25
3+ Yrs. Experience with Firm		\$11.51 - 24.93	\$16.50
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 9.50 - 25.00	\$15.00
3+ Yrs. Experience with Firm		\$ 14.00 - 28.00	\$18.00

Employer Profile: 17 employers supplied the data for this occupation, 8 from North County and 9 from South County, representing a total of 125 positions. Of the positions reported, 98% were full-time, 1% were part-time, and 1% were temporary or on call. Full-time hours can range from 40 to 45 hours per week.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	41%	0%	41%	0%	0%	0%
Dental	12%	0%	29%	0%	24%	0%
Vision	18%	0%	18%	0%	18%	0%
Life	35%	0%	6%	0%	12%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	47%	0%	0%	0%	6%	0%
Vacation	94%	0%	0%	0%	0%	0%
Retirement	29%	0%	12%	0%	35%	0%
Child Care	0%	0%	0%	0%	6%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Bilingual Vocational Center, Santa Barbara
Programs: Auto/Automotive Mechanic/
Technician

Santa Barbara City College, Santa Barbara
Programs: Auto/Automotive Mechanic/
Technician

Santa Barbara County Regional Occupational Program (ROP), Santa Barbara
Programs: Auto/Automotive Mechanic/
Technician

Santa Barbara County Regional Occupational Program (ROP), Santa Maria
Programs: Auto/Automotive Mechanic/
Technician

Vocational Career Services, Santa Barbara
Programs: Auto/Automotive Mechanic/
Technician



OES Code: 871020

Carpenters perform the carpentry duties necessary to make or repair wooden structures, structural members, and fixtures and equipment using carpentry tools and woodworking machines. Does not include Cabinetmakers and Bench Carpenters.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1,077 Large

Male/Female Percentage: Employers reported that 99% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 350
 New: 170
 Due to Separations: 180

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Carpenters is 19.5%, which is growing faster when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were new positions, some were temporary positions, and a few resulted from promotions or were created by turn-over.

Recruitment Methods:

Employee Referrals	82%
Newspaper Ads	41%
Walk-in Applicants	41%

Promotional Opportunities: Almost all employers reported that Carpenters may be promoted to:

- Foreman
- Supervisor
- Superintendent
- Estimator
- Lead

EMPLOYER REQUIREMENTS

Education: Many employers do not require recent hires to have a high school diploma or the equivalent.

Experience/Training: Almost all responding employers require an average of 16 months of work-related experience, primarily in carpentry, but many will substitute training for experience.

Most Important to Least Important Skills:

- Apply advanced technical math
- Apply building codes
- Move and lift heavy objects
- Read blueprints & technical drawings
- Adhere to safety procedures
- Use hand & power tools

WAGES AND BENEFITS

SANTA BARBARA COUNTY - Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.00 - 8.00	\$ 8.00
Experience/New to Firm	\$ 8.00 - 20.00	\$14.38
3+ Yrs. Experience with Firm	\$18.00 - 28.77	\$25.00

SANTA BARBARA COUNTY - Union

	RANGE	MEDIAN
Entry Level/No Experience	\$10.70 - 10.70	\$10.70
Experience/New to Firm	\$16.00 - 26.75	\$22.68
3+ Yrs. Experience with Firm	\$25.30 - 26.75	\$26.75

NORTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$12.00 - 26.75	\$19.00
3+ Yrs. Experience with Firm	\$25.00 - 26.75	\$25.00

SOUTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$ 8.00 - 25.30	\$16.00
3+ Yrs. Experience with Firm	\$18.00 - 28.77	\$25.00

Employer Profile: 17 employers supplied the data for this occupation, 4 from North County and 13 from South County, representing a total of 210 positions. Of the positions reported, 94% were full-time and 5% were part-time. A few employers reported full-time hours exceed 40 per week and may be as high as 50.

Wage Notes: Union wages were reported by 24% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	29%	0%	29%	6%	0%	0%
Dental	18%	0%	18%	0%	0%	6%
Vision	18%	0%	0%	0%	0%	6%
Life	18%	0%	0%	0%	0%	6%
Other	0%	0%	0%	0%	0%	0%

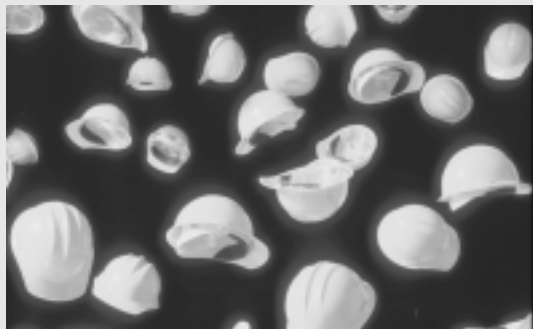
	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	35%	0%	0%	0%	0%	0%
Vacation	47%	0%	6%	0%	0%	0%
Retirement	29%	0%	0%	0%	12%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Lompoc Unified Adult School

Programs: Carpenters

**OES Code:** 871080

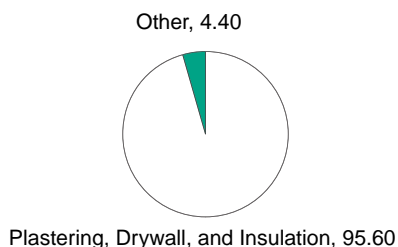
Drywall Installers apply plasterboard or other wallboard to ceiling and interior walls of buildings.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 99% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 80
 New: 60
 Due to Separations: 20

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Drywall Installers is 27.3%, which is growing much faster than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced and inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter no competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by new positions and a few were temporary positions, resulted from promotions or turnover.

Recruitment Methods:

In-House Promotion or Transfer	33%
Employee Referrals	83%
Walk-in Applicants	50%

Promotional Opportunities: Most employers reported that Drywall Installers may be promoted to:

- Foremen
- Supervisors
- Construction Managers
- Journeymen

EMPLOYER REQUIREMENTS

Education: Most employers do not require recent hires to have a high school diploma and a few employers do require a high school diploma or the equivalent. A few employers may require their employees to be journeyman.

Experience/Training: Almost all responding employers require 6-24 months of work-related experience, primarily in drywall installation, but many will substitute training for experience.

Most Important Skills:

- Good work habits
- Perform routine repetitive work
- Work independently
- Knowledge of tools and machines used to install drywall
- Ability to exert force to push, pull, lift or carry objects

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 8.00 - 8.00	\$ 8.00
Experience/New to Firm		\$10.00 - 16.78	\$15.00
3+ Yrs. Experience with Firm		\$12.00 - 24.75	\$20.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A

Employer Profile: 7 employers supplied the data for this occupation, 5 from North County and 2 from South County, representing a total of 191 positions. Of the positions reported, 98% were full-time and 2% were part-time.

Wage Notes: Union wages were reported by 14% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	14%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	14%	0%				
Vision	14%	0%				
Life	14%	0%				
Other	0%	0%				

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	29%	0%				
Vacation	14%	0%				
Retirement	14%	0%				
Child Care	14%	0%				

Other Benefits: No other benefits were listed.

TRAINING PROVIDERS

Center for Employment Training, Santa Maria
Programs: Building/Property Maintenance

Santa Barbara County Regional Occupational Program, Santa Maria
Programs: Construction/Building Technician

Santa Barbara County Regional Occupation Program, Santa Barbara
Programs: Construction Technology



OES Code: 872020

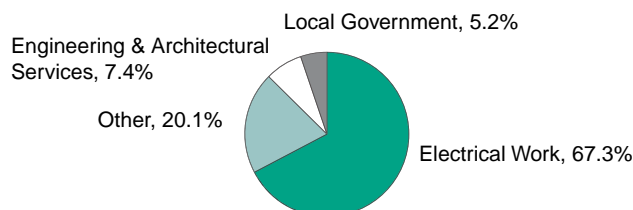
Electricians install, maintain, and repair wiring, electrical equipment, and fixtures. They insure that work is in accordance with relevant codes. They may read blueprints. Includes Protective Signal Installers and Repairers and Street Light Servicers.

EMPLOYMENT TRENDS

Occupation Size: 249 - 496 Medium

Male/Female Percentage: Employers reported that 96% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 120

New: 60
Due to Separations: 60

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Electricians is 15.0%, which is average when compared to the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, many vacancies were created by employees leaving or were new positions, and a few resulted from temporary positions or promotions.

Recruitment Methods:

Employee Referrals	75%
Newspaper Ads	69%
Walk-in Applicants	75%

Promotional Opportunities: Many employers reported that Electricians may be promoted to:

- Supervisor
- Foreman
- Manager

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent and a few do not.

Experience/Training: Many responding employers require an average of 28 months of previous work experience in this occupation, but some are willing to substitute training for experience.

Most Important Skills:

- Adhere to safety procedures
- Estimate costs for repair services
- Keep records and maintain files
- Operate electronic test equipment
- Read blueprints/technical drawings

WAGES AND BENEFITS

SANTA BARBARA COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.50 - 11.26	\$ 8.00
Experience/New to Firm	\$ 7.00 - 26.46	\$15.00
3+ Yrs. Experience with Firm	\$12.00 - 29.40	\$20.00

NORTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 8.00 - 29.40	\$ 8.00
Experience/New to Firm	\$10.00 - 29.40	\$19.00
3+ Yrs. Experience with Firm	\$12.00 - 29.40	\$20.80

SOUTH COUNTY

	RANGE	MEDIAN
Entry Level/No Experience	\$ 6.50 - 11.26	\$ 8.00
Experience/New to Firm	\$ 7.00 - 26.46	\$15.00
3+ Yrs. Experience with Firm	\$ 8.00 - 29.40	\$19.50

Employer Profile: 17 employers supplied the data for this occupation, 7 from North County and 10 from South County, representing a total of 216 positions. Of the positions reported, 98% were full-time, and 2% were part-time. Full-time hours can range from 40 to 42 hours per week.

Wage Notes: Union wages were reported by 18% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	59%	0%	29%	0%	0%	0%
Dental	29%	0%	12%	0%	12%	0%
Vision	12%	0%	12%	0%	12%	0%
Life	6%	0%	6%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	12%	0%	0%	0%	0%	0%
Vacation	71%	0%	6%	0%	0%	0%
Retirement	29%	0%	29%	0%	0%	0%
Child Care	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria

Programs: Electrical, Electronic & Communication Engineering
Electrician

A-Z Tech Institute, Santa Maria

Programs: Electrical & Electronics Equipment Installer & Repairer

Bilingual Vocational Center, Santa Barbara

Programs: Electronic Assembly & Testing

Center for Employment Training, Santa Maria

Programs: Electrical & Electronics Equipment Installer and Repairer

Electrical Workers #413, Santa Barbara

Programs: Electrician

Santa Maria Training Options, Santa Maria

Programs: Electrical & Electronics Equipment Installer and Repairer



OES Code: 853210

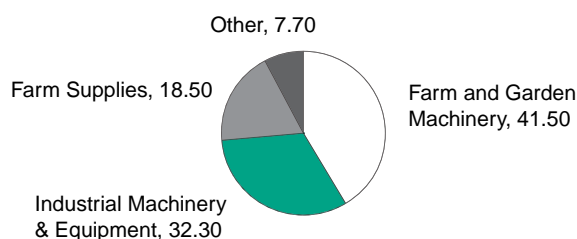
Farm Equipment Mechanics maintain, repair, and overhaul farm machinery and vehicles, such as tractors, harvesters, and irrigation systems. They may repair dairy equipment. Does not include Bus and Truck Mechanics and Diesel Engine Specialists.

EMPLOYMENT TRENDS

Occupation Size: N/A

Male/Female Percentage: Employers reported that 100% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: N/A
 New: N/A
 Due to Separations: N/A

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Farm Equipment Mechanics is not available. The average growth rate is 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is considerably greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover or were new positions, and a few resulted from promotions.

Recruitment Methods:

Employee Referrals	67%
Newspaper Ads	78%
Employment Development Department	33%

Promotional Opportunities: Many employers reported that Farm Equipment Mechanics may be promoted to:

- Supervisors
- Shop Foremen/Managers
- Diesel Mechanics
- Service Managers

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent and some do not require a high school diploma.

Experience/Training: Most responding employers require 12-24 months of work-related experience, primarily in diesel or heavy equipment mechanics, but a few will substitute training for experience.

Most Important Skills:

- Record keeping
- Wind machine experience
- Work under pressure
- Read and follow directions
- Ability to detect malfunctions
- Test and replace machine components

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 6.00 - 7.00	\$ 6.50
Experience/New to Firm		\$ 8.00 - 12.50	\$ 9.00
3+ Yrs. Experience with Firm		\$10.00 - 15.00	\$12.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		N/A	N/A

Employer Profile: 9 employers supplied the data for this occupation, 9 from North County and 0 from South County, representing a total of 42 positions. Of the positions reported, 95% were full-time and 5% were part-time. A few employers reported full-time hours exceeded 40 per week and may be as high as 55 hours.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost	Employee Pays All	
	F/T	P/T		F/T	P/T
Medical	44%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.		
Dental	33%	0%			
Vision	22%	0%			
Life	33%	0%			
Other	0%	0%			

	Employer Pays All		Shared Cost	Employee Pays All	
	F/T	P/T		F/T	P/T
Sick Leave	44%	11%			
Vacation	56%	11%			
Retirement	33%	0%			
Child Care	0%	0%			

Other Benefits: No other benefits were listed.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Heavy Equipment Maintenance and Repair

Santa Barbara County Regional Occupational Program, Santa Maria
 Programs: Agricultural Mechanization, General



OES Code: 989020

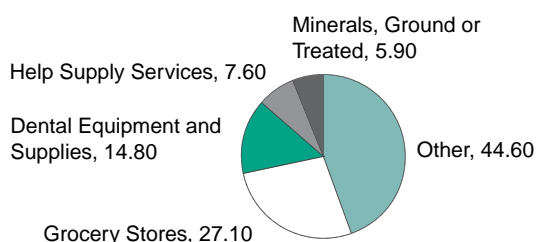
Hand Packers and Packers pack or package by hand a wide variety of products and materials. Does not include workers whose jobs require more than minimum training.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1,077 Large

Male/Female Percentage: Employers reported that 59% of the positions were filled by females.

Where The Jobs Are:



Projected Openings: 340
 New: 180
 Due to Separations: 160

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Hand Packers and Packers is 21.4%, which is growing much faster when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is not difficult to find experienced and inexperienced applicants. Supply of qualified applicants is greater than demand, creating a very competitive job market for applicants.

Source of Filled Vacancies: During the last 12 months, most of the vacancies filled were created by temporary positions and a few resulted from new positions, turnover or promotions.

Recruitment Methods:

Employee Referrals	70%
Newspaper Ads	35%
Walk-in Applicants	74%

Promotional Opportunities: Almost all employers reported that Handpackers may be promoted to:

- Supervisors
- Foremen
- Managers
- Truck Drivers

EMPLOYER REQUIREMENTS

Education: Most employers do not require recent hires to have a high school diploma and some require than to have a high school diploma or the equivalent.

Experience/Training: A few responding employers require 2-6 months of work-related experience, primarily in packing or assembly work, but many will substitute training for experience.

Most Important Skills:

- Manual dexterity
- Good hand-eye coordination
- Work independently
- Place or pour materials into containers
- Ability to measure, weigh or count materials
- Assemble or line containers

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 8.00	\$ 6.25
Experience/New to Firm		\$ 5.75 - 10.00	\$ 6.50
3+ Yrs. Experience with Firm		\$ 5.75 - 11.51	\$ 7.50
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 6.80	\$ 5.88
Experience/New to Firm		\$ 5.75 - 7.50	\$ 6.38
3+ Yrs. Experience with Firm		\$ 5.75 - 10.00	\$ 7.05
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 8.00	\$ 6.37
Experience/New to Firm		\$ 5.75 - 10.00	\$ 6.50
3+ Yrs. Experience with Firm		\$ 6.00 - 11.51	\$ 7.88

Employer Profile: 23 employers supplied the data for this occupation, 10 from North County and 13 from South County, representing a total of 841 positions. Of the positions reported, 52% were full-time, 14% were part-time, 5% were temporary or on-call and 29% were seasonal. A few employers reported full-time hours exceed 40 per week and may be as high as 60.

Wage Notes: Union wages were reported by 13% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost	Employee Pays All	
	F/T	P/T		F/T	P/T
Medical	14%	5%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.		
Dental	5%	5%			
Vision	5%	5%			
Life	14%	5%			
Other	0%	0%			

	Employer Pays All		Shared Cost	Employee Pays All	
	F/T	P/T		F/T	P/T
Sick Leave	33%	19%			
Vacation	48%	19%			
Retirement	10%	0%			
Child Care	0%	0%			

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

Center for Employment Training, Santa Maria
Programs: Warehouse Specialist

Santa Barbara County Regional Occupational Program, Santa Maria
Programs: General Retailing and Wholesaling Operations & Skills



OES Code: 875020

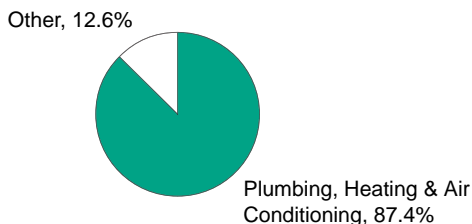
Plumbers, Pipefitters, and Steamfitters assemble, install, alter and repair pipe systems (metal, plastic, ceramic, composition, etc.) that carry water, steam, air, or other liquids or gases. Does not include plumbers, steam, and pipefitters who primarily install and repair heating, air conditioning, and refrigeration systems.

EMPLOYMENT TRENDS

Occupation Size: 249 - 496 Medium

Male/Female Percentage: Employers reported that 94% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 100

New: 70
Due to Separations: 30

Projections:

Employer Findings: Many employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Plumbers, Pipefitters, and Steamfitters is 20.6%, which is faster than the average growth rate of 14.1% for all jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants.

Source of Filled Vacancies: During the last 12 months, a few vacancies were created by employees leaving, some were new positions, and most were temporary positions.

Recruitment Methods:

Employee Referrals	80%
Newspaper Ads	53%
Walk-in Applicants	67%

Promotional Opportunities: Most employers reported that Plumbers, Pipefitters, and Steamfitters may be promoted to:

- Journeyman
- Foreman
- Supervisor
- Superintendent

EMPLOYER REQUIREMENTS

Education: Almost all employers require recent hires to have a high school diploma or the equivalent, although some do not.

Experience/Training: Most responding employers require an average of 26 months of previous work experience in this occupation, but most are willing to substitute training for experience.

Most Important Skills:

- Apply building codes
- Assemble pipes/plumbing fixtures
- Cut, fit and join construction materials
- Read blueprints/technical drawings
- Repair water and sewer pipes and fixtures
- Use hand tools

WAGES AND BENEFITS

SANTA BARBARA COUNTY - Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 10.00	\$10.00
Experience/New to Firm	\$ 8.00 - 20.00	\$14.00
3+ Yrs. Experience with Firm	\$14.00 - 30.00	\$18.50

SANTA BARBARA COUNTY - Union

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$13.93 - 29.31	\$26.33
3+ Yrs. Experience with Firm	\$16.05 - 29.31	\$26.33

NORTH COUNTY - Union & Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	\$ 7.00 - 16.66	\$10.00
Experience/New to Firm	\$ 8.00 - 26.78	\$15.25
3+ Yrs. Experience with Firm	\$14.00 - 26.78	\$18.00

SOUTH COUNTY - Union & Non-Union

	RANGE	MEDIAN
Entry Level/No Experience	N/A	N/A
Experience/New to Firm	\$13.93 - 29.31	\$23.17
3+ Yrs. Experience with Firm	\$16.05 - 30.00	\$27.42

Employer Profile: 15 employers supplied the data for this occupation, 9 from North County and 6 from South County, representing a total of 149 positions. Of the positions reported, 95% were full-time, 1% were part-time, and 5% were seasonal.

Wage Notes: Union wages were reported by 47% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	67%	0%	20%	0%	0%	0%
Dental	40%	0%	7%	0%	0%	0%
Vision	33%	0%	0%	0%	0%	0%
Life	27%	0%	0%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	27%	0%	7%	0%	0%	0%
Vacation	80%	0%	7%	0%	0%	0%
Retirement	47%	0%	20%	0%	0%	0%
Child Care	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%

Other Benefits: Other employer specified benefits include union benefits and compensation towards other benefits.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Plumber & Pipefitter

Plumbers & Pipefitters Union Local #114, Buellton
Programs: Plumber & Pipefitter

Center for Employment Training
Programs: Plumber & Pipefitter



OES Code: 878080

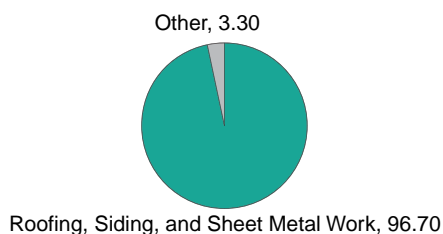
Roofers perform duties concerned with covering roofs of structures with slate, asphalt, aluminum, wood, and related materials using brushes, knives, punches, hammers, and other tools. They may spray roofs, sidings, and walls with material to bind, seal, insulate, or soundproof sections of structures.

EMPLOYMENT TRENDS

Occupation Size: Less than 249 Small

Male/Female Percentage: Employers reported that 99% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 110
 New: 50
 Due to Separations: 60

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Roofers is 21.7%, which is growing much faster than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled were created by turnover, some were new positions and a few were temporary positions or resulted from promotions.

Recruitment Methods:

In-House Promotion or Transfer	31%
Employee Referrals	100%
Walk-in Applicants	85%

Promotional Opportunities: Almost all employers reported that Roofers may be promoted to:

- Foremen
- Supervisors
- Estimators
- Journeymen Roofers

EMPLOYER REQUIREMENTS

Education: Most employers do not require recent hires to have a high school diploma and some require a high school diploma or the equivalent.

Experience/Training: Many responding employers require 3-36 months of work-related experience, primarily in any labor occupation, but most will substitute training for experience.

Most Important Skills:

- Read and follow instructions
- Work independently
- Good oral communication skills
- Install roofing materials
- Knowledge of installation techniques
- Fasten shingles or sheets to roof

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 8.00	\$ 7.00
Experience/New to Firm		\$ 7.50 - 14.00	\$12.00
3+ Yrs. Experience with Firm		\$10.00 - 17.00	\$13.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		\$12.00 - 16.00	\$13.06
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		N/A	N/A
3+ Yrs. Experience with Firm		\$10.00 - 17.00	\$13.00

Employer Profile: 13 employers supplied the data for this occupation, 6 from North County and 7 from South County, representing a total of 157 positions. Of the positions reported, 75% were full-time, 24% were part-time and 1% were temporary or on-call.

Wage Notes: All wages reported were non-union.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	15%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1999.			
Dental	15%	0%				
Vision	8%	0%				
Life	8%	0%				
Other	0%	0%				

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

Roofers #36, Downey, CA
Programs: Roofer

146 TRUCK DRIVERS - HEAVY OR TRACTOR TRAILER



OES Code: 971020

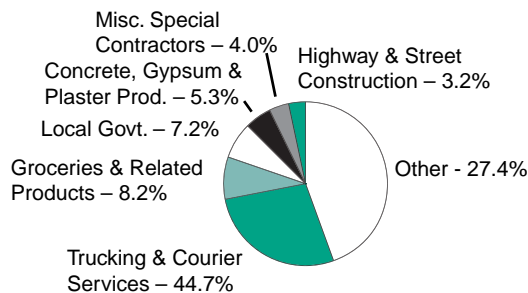
Heavy or Tractor Trailer Truck Drivers drive tractor-trailer combinations or trucks with a capacity of more than three tons to transport and deliver goods, livestock, or materials in liquid, loose or packaged form. They may be required to unload trucks.

EMPLOYMENT TRENDS

Occupation Size: 497 - 1,077 Large

Male/Female Percentage: Employers reported that 92% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 160
New: 100
Due to Separations: 60

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Truck Drivers-Heavy is 16.7%, which is growing faster than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, some of the vacancies filled resulted from promotions, were temporary or new positions, and a few were created by turnover.

Recruitment Methods:

Employee Referrals	80%
Walk-in Applicants	67%
Newspaper Ads	60%

Promotional Opportunities: Most employers reported that Truck Drivers-Heavy may be promoted to:

- Dispatcher
- Management
- Supervisor
- Warehouse/Sales
- Foreman

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: Most responding employers require an average of 17 months of work-related experience, primarily in truck driving, but some will substitute training for experience.

Most Important to Least Important Skills:

- Adhere to safety procedures
- Keep records and maintain files
- Adjust driving time to workload levels
- Apply loading and unloading procedures
- Apply geographic knowledge
- Prepare reports

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 13.00	\$ 8.30
Experience/New to Firm		\$ 7.00 - 15.00	\$11.00
3+ Yrs. Experience with Firm		\$10.00 - 16.25	\$13.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 11.00	\$ 8.30
Experience/New to Firm		\$ 7.00 - 15.00	\$11.00
3+ Yrs. Experience with Firm		\$10.00 - 15.00	\$12.50
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$10.00 - 14.50	\$11.37
3+ Yrs. Experience with Firm		\$12.00 - 16.25	\$14.32

Employer Profile: 15 employers supplied the data for this occupation, 11 from North County and 4 from South County, representing a total of 138 positions. Of the positions reported, 94% were full-time, 4% were part-time, and 2% were temporary or on-call. Many employers reported full-time hours exceed 40 and may be as high as 70.

Wage Notes: Union wages were reported for 33% of the employees. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	40%	0%	40%	0%	0%	0%
Dental	33%	0%	27%	0%	0%	0%
Vision	13%	0%	27%	0%	0%	0%
Life	27%	0%	20%	0%	0%	0%
Other	7%	0%	0%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	40%	0%	0%	0%	7%	0%
Vacation	60%	0%	0%	0%	0%	0%
Retirement	13%	0%	20%	0%	7%	0%
Child Care	0%	0%	0%	0%	0%	0%

Other Benefits: Other employer-specified benefits include paid holidays.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Truck, Bus and other Commerical Vehicle Operator

Truck Driving Institute
Programs: Truck, Bus and other Commerical Vehicle Operator

Lompoc Unified Adult School, Lompoc
Programs: Truck, Bus and other Commerical Vehicle Operator



OES Code: 971050

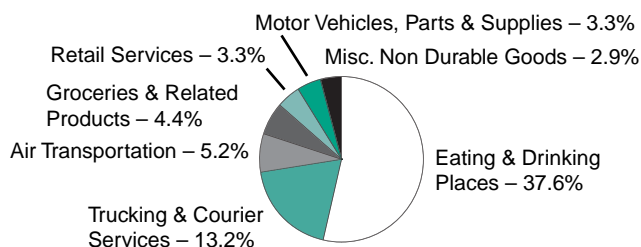
Light Truck Drivers, including Delivery and Route Workers, drive vehicles with a capacity under 3 tons. They deliver or pick up merchandise and may unload and load trucks. Does not include workers whose duties include sales.

EMPLOYMENT TRENDS

Occupation Size: 1,078 and above Very Large

Male/Female Percentage: Employers reported that 95% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 530
 New: 360
 Due to Separations: 170

Projections:

Employer Findings: Almost all employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Truck Drivers-Light is 23.1%, which is growing much faster than the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is very difficult to find experienced applicants and moderately difficult to find inexperienced applicants. Employer demand is somewhat to considerably greater than supply. Applicants may encounter little or no competition in their job search.

Source of Filled Vacancies: During the last 12 months, many of the vacancies filled resulted from promotions or were created by turnover, and a few were new positions or temporary positions.

Recruitment Methods:

Employee Referrals	94%
Newspaper Ads	75%
Walk-in Applicants	56%

Promotional Opportunities: Many employers reported that Truck Drivers-Light may be promoted to:

- Driver Supervisor
- Shipping/Receiving
- Senior Driver
- Route Coordinator
- Lead Worker

EMPLOYER REQUIREMENTS

Education: Most employers require recent hires to have a high school diploma or the equivalent.

Experience/Training: Some responding employers require an average of 11 months of work-related experience, primarily in truck driving, but some will substitute training for experience.

Most Important to Least Important Skills:

- Adhere to safety procedures
- Keep records
- Adjust driving time to workload levels
- Follow written and verbal geographic directions
- Apply sales/marketing techniques to transportation services
- Prepare reports

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 10.65	\$ 7.00
Experience/New to Firm		\$ 5.75 - 12.66	\$ 8.40
3+ Yrs. Experience with Firm		\$ 6.11 - 16.25	\$10.00
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 5.75 - 10.65	\$ 6.00
Experience/New to Firm		\$ 5.75 - 12.66	\$ 8.80
3+ Yrs. Experience with Firm		\$ 6.11 - 14.50	\$12.80
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 10.65	\$ 7.00
Experience/New to Firm		\$ 8.00 - 12.66	\$ 8.00
3+ Yrs. Experience with Firm		\$ 9.00 - 16.25	\$ 9.00

Employer Profile: 16 employers supplied the data for this occupation, 9 from North County and 7 from South County, representing a total of 174 positions. Of the positions reported, 94% were full-time, 4% were part-time, and 2% were temporary or on-call. Some employers reported full-time hours exceed 40 and may be as high as 50.

Wage Notes: Union wages were reported by 13% of the employers. Union employers generally pay at the top end of all wages ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	25%	0%	44%	0%	6%	6%
Dental	19%	0%	38%	0%	6%	6%
Vision	19%	0%	31%	0%	6%	6%
Life	38%	0%	19%	0%	6%	6%
Other	0%	0%	0%	0%	0%	0%

	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Sick Leave	56%	6%	6%	0%	6%	6%
Vacation	75%	6%	0%	0%	6%	0%
Retirement	6%	0%	44%	0%	19%	6%
Child Care	0%	0%	6%	0%	6%	6%

Other Benefits: No other benefits were reported.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
Programs: Truck, Bus and other Commerical Vehicle Operator

Lompoc Unified Adult School, Lompoc
Programs: Truck, Bus and other Commerical Vehicle Operator

Truck Driving Institute
Programs: Truck, Bus and other Commerical Vehicle Operator



OES Code: 939140

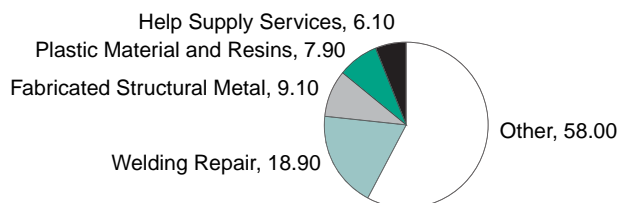
Welders and Cutters use flamecutting, hand, arc, and gas welding equipment, and gas torches, to weld together metal components of such products as pipelines, automobiles, boilers, and ships, or join together components of fabricated sheet metal assemblies, or cut, trim, or scarf metal objects to dimensions as specified by layout, work orders, or blueprints.

EMPLOYMENT TRENDS

Occupation Size: 249 - 496 Medium

Male/Female Percentage: Employers reported that 92% of the positions were filled by males.

Where The Jobs Are:



Projected Openings: 90
 New: 20
 Due to Separations: 70

Projections:

Employer Findings: Most employers in this study project employment for this occupation to remain stable over the next two years.

EDD Projections: The new job trend rate for Welders and Cutters is 5.0%, which is slower than average when compared to the average growth rate of 14.1% for jobs in the county.

Supply/Demand: Employers report it is moderately difficult to find experienced and inexperienced applicants. Employer demand is somewhat greater than supply. Applicants may encounter little competition in their job search.

Source of Filled Vacancies: During the last 12 months, some of the vacancies filled were created by turnover, new positions or temporary positions.

Recruitment Methods:

Employee Referrals	56%
Newspaper Ads	67%
Walk-in Applicants	67%

Promotional Opportunities: Many employers reported that Welders and Cutters may be promoted to:

- Foremen
- Machinists
- Managers

EMPLOYER REQUIREMENTS

Education: Many employers require recent hires to have a high school diploma or the equivalent and many do not require a high school diploma.

Experience/Training: Almost all responding employers require 6-36 months of work-related experience, primarily in anything mechanical, but many will substitute training for experience.

Most Important Skills:

- Read blueprints
- Mechanical skills
- Good hand-eye coordination
- Read and follow instructions
- Ability to weld in all positions
- Knowledge of tools and machines

WAGES AND BENEFITS

SANTA BARBARA COUNTY		RANGE	MEDIAN
Entry Level/No Experience		\$ 7.00 - 8.00	\$ 7.50
Experience/New to Firm		\$ 8.00 - 15.00	\$10.00
3+ Yrs. Experience with Firm		\$10.00 - 25.00	\$15.50
NORTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 8.00 - 14.00	\$10.00
3+ Yrs. Experience with Firm		\$10.00 - 25.00	\$13.50
SOUTH COUNTY		RANGE	MEDIAN
Entry Level/No Experience		N/A	N/A
Experience/New to Firm		\$ 9.00 - 15.00	\$11.00
3+ Yrs. Experience with Firm		\$15.00 - 25.00	\$17.00

Employer Profile: 18 employers supplied the data for this occupation, 10 from North County and 8 from South County, representing a total of 88 positions. Of the positions reported, 100% were full-time.

Wage Notes: Union wages were reported by 11% of the employers. Union employers generally pay at the top end of all wage ranges.

Benefits:	Employer Pays All		Shared Cost		Employee Pays All	
	F/T	P/T	F/T	P/T	F/T	P/T
Medical	44%	0%	Data regarding who pays for the benefits, Employer, Employee or shared cost, was not collected in 1998.			
Dental	28%	0%				
Vision	17%	0%				
Life	11%	0%				
Other	0%	0%				

Other Benefits: No other benefits were mentioned.

TRAINING PROVIDERS

Allan Hancock College, Santa Maria
 Programs: Welder/Welding Technology

STATEMENT OF PROGRAM METHOD

The following describes the process followed to complete this study, and the respective roles of the WRC and the EDD/LMID:

I. OCCUPATIONAL SELECTION

Representatives from the private and public sectors, educational institutions and vocational counselors were invited to dissemination meetings. In 2001, the dissemination meeting was held on January 30, in Santa Barbara and January 31, in Santa Maria. Participants were introduced to the CCOIS Program by WRC and EDD/LMID staff. A brief summary of the Occupational Outlook Report was presented and attendees were asked to help select the new occupations for study in the current year. The primary objective was to select occupations which were of the most interest to the potential users of this publication.

Participants in the community occupation selection meeting were provided the following criteria to assist with their selections:

- The occupation has a substantial employment base in the county.
- There is a substantial number of projected job openings in the county.
- Most of the occupations require training of two years or less for entry.

Some of the selected occupations failed to meet the above-listed criteria, but were selected based on community interest.

EDD/LMID reviewed and approved the final list of occupations for study, and verified the correct definition for each occupation.

II. TITLE AND DEFINITION OF THE OCCUPATION

The definition of each occupation are as found in the Occupational Employment Statistics (OES) Dictionary published by the U.S. Department of Labor. These definitions define the activities and function of the worker. OES definitions are broad to capture a wide range of specialties within an occupation, but clear enough for use in research. The OES definitions are used by LMID to produce projection for employment (occupational estimates of size, growth and separation).

III. RESEARCH METHODS

The EDD/LMID updates, Projections and Planning Information for Santa Barbara County. Occupational Employment Projections, Table 6, is the main source of data which the Workforce Resource Center used to estimate increases in job opportunities, one of the selection criteria discussed previously.

LMID's other major responsibilities included questionnaire design (Appendix B, "Sample Questionnaires"), generation of a representative employer sample for each occupation, and the computerized tabulation of results using software developed specifically for the project. LMID also provided training, oversight and consultative support.

The Santa Barbara County Workforce Resource Center planned the timelines for the study, and in addition to selection of the study occupations, engaged in the actual work of administering the survey (with mail-out questionnaire and telephone follow-up). The Workforce Resource Center also provided data entry for subsequent tabulation, and final written analysis and information dissemination.

Relevant sections of this report provide an overview of the criteria used in selecting occupations and procedures used in undertaking the study. The following is a more detailed description of the research methodology used.

Employer Survey Sample Selection

Because employers from a variety of different industries may hire persons in any given occupation, every attempt has been made to draw an employer sample representative of the industries employing workers in each study occupation.

Industries are classified by the Standard Industrial Classification Manual. An industry is a title for a group of firms that produce similar goods and services. An industry title represents the economic activity in which a firm is engaged.

LMID staff, using detailed data bases on employers and occupational staffing within industries, chose a representative sample of employers for each study occupation. For example, registered nurses work in general medical and surgical hospitals, but they may also work in physician's offices and skilled nursing facilities, and the sample for this occupation was drawn accordingly. The employer samples drawn were carefully reviewed by the program coordinator

who added and deleted employers as appropriate, to obtain balanced samples of forty employers for most occupations.

IV. QUESTIONNAIRE DEVELOPMENT

Separate employer questionnaires were developed for each of the occupations in the study. LMID developed the two page standardized questionnaire which was sent to employers in the county.

V. SURVEY PROCEDURE

A sample of at least 40 employers when possible per occupation is provided by LMID. The sample is reviewed and the program coordinator added and deleted employers as needed. The program coordinator then attempted to obtain correct phone numbers and addresses for each employer in the sample for each occupation. City telephone directories for each of the calling areas in Santa Barbara County were used for this purpose. Once this process was complete, questionnaires were mailed at the rate of three to five occupations per week in order to allow for timely follow-up by telephone.

Returned questionnaires were checked by the program coordinator for completeness and accuracy. Employers returning incomplete or potentially inaccurate questionnaires were contacted by phone to clarify information prior to data entry.

When possible, using a final list of 40 employers a forty percent rate of return of complete and accurate questionnaires was set as an employer "response goal". If a sufficient number of responses could not be obtained in a reasonable time, additional employers were added to the list based on knowledge of local firms using information provided by LMID and other sources such as Yellow Pages, and the Chamber of Commerce.

VI. TABULATION AND RESULTS

Survey responses were entered into a data base and complete tabulations were prepared by the program coordinator who reviewed and analyzed the tabulations. Summaries were prepared for each occupation based upon the study results. Each occupational summary provides information on training and hiring requirements, size of the occupation, employment

trends, supply/demand assessments, wages and fringe benefits, and other information. Information for specific employers is confidential, with only aggregate results being published. Although information is shown to the nearest whole number for ease of comparison, the reader should not interpret this as an indication of precision (ranges are also considered to be representative).

VII. DISSEMINATION

The Workforce Resource Center will hold meetings during the first quarter of 2002 to disseminate this report and select new occupations to study in 2002. The Workforce Resource Center will invite representatives from the many user groups of labor market information to this meeting.

Copies of the report will be distributed to various organizations such as schools, economic development organizations, libraries, and other CCOIS participants in the state per contract requirements.

Occupational Surveys

This report provides information for 64 occupations. There were 25 occupations surveyed in 1999 and 20 occupations surveyed in 2000 and 2001. For one of the occupations surveyed in 1999, Biological, Agricultural and Food Technicians and Technologists - 245020, the findings were not reported due to a shortage of acceptable employer responses. For 2001, there were 324 employers that provided complete and acceptable questionnaires representing a total of 5,806 positions in the 20 occupations surveyed. The actual number of employers contacted was several hundred greater than the final total. In order to be usable, each survey must meet the stringent employer size, industry stratification and other CCOIS program response goals.

Employment Trends

The majority of employers for the following occupations surveyed projected employment in each occupation to grow during the two-year period following the survey.

2001 - None

2000

Carpenters
Computer Programmers, Including Aides
Cost Estimators
Registered Nurses

1999

Construction Managers
Home Health Aides
Internet Web Site Designers/Developers (Webmasters)

For the following occupations surveyed, employers were evenly divided regarding the employment outlook over the next two years between stability and growth.

2001 - None

2000 - None

1999 - None

Employers expect the remaining occupations to remain stable.

Non-traditional Jobs

Employers reported 20 occupations containing less than 25% women. The following occupations are non-traditional jobs for women:

2001

Automotive Mechanics
Cooks - Short Order
Electricians
Plumbers, Pipefitters and Steamfitters
Traffic, Shipping and Receiving Clerks

2000

Carpenters
Farm Workers-Farm and Ranch Animals
General Managers and Top Executives
Storage and Distribution Managers
Truck Drivers Light - Include Delivery and Route Workers
Truck Drivers - Heavy or Tractor Trailer
Wine Fermenters

1999

Construction Managers
Drywall Installers
Farm Equipment Mechanics
Farmworkers, Food and Fiber Crops
Internet Web Site Designers/Developers (Webmasters)
Lab Technicians-Winery
Roofers
Welders and Cutters

Employers reported 22 occupations containing less than 25% men. The following occupations are non-traditional jobs for men:

2001

Bookkeeping, Accounting, and Auditing Clerks, including Bookkeepers
File Clerks
Human Resource Technicians
Licensed Vocational Nurses
Medical Records Technicians
Nurse Aides
Officer Managers
Paralegal Personnel
Teachers, Elementary

2000

Administrative Assistants
Dental Assistants
General Office Clerks
Payroll and Timekeeping Clerks
Registered Nurses
Tellers

1999

Animal Health Technicians
Home Health Aides
Instructional Aides
Insurance Policy Processing Clerks
Medical Assistants
Secretaries, Except Legal and Medical
Teachers, Preschool

Union/non-union wages combined

Occupational Title	Entry Level/ No Experience	Experience/ New to Firm	3+ Yrs. Exp. with Firm
2001 Occupations			
Automotive Mechanics	\$ 8.00 to 10.00	\$ 8.00 to 22.00	\$11.51 to 28.00
Bookkeeping, Accounting, and Auditing Clerks, including Bookkeepers	\$ 6.75 to 12.68	\$ 8.50 to 19.18	\$10.50 to 26.00
Cashiers	\$ 6.25 to 7.50	\$ 6.25 to 10.00	\$ 6.25 to 17.10
Computer Support Specialists	\$ 8.50 to 19.18	\$15.00 to 22.48	\$10.50 to 25.60
Cooks - Short Order	\$ 6.25 to 10.00	\$ 6.25 to 11.50	\$ 6.25 to 14.50
Electricians	\$ 6.50 to 11.26	\$ 7.00 to 26.46	\$12.00 to 29.40
File Clerks	\$ 7.00 to 9.00	\$ 7.00 to 10.00	\$ 7.00 to 10.00
Hotel Desk Clerks	\$ 6.25 to 9.50	\$ 6.75 to 9.50	\$ 7.00 to 11.50
Human Resource Technicians	\$ 6.50 to 14.49	\$ 7.50 to 18.96	\$ 8.25 to 28.77
Licensed Vocational Nurses	\$12.13 to 18.00	\$12.14 to 20.00	\$12.50 to 21.50
Maids and Housekeeping Cleaners	\$ 6.25 to 7.25	\$ 6.25 to 7.75	\$ 6.50 to 9.00
Medical Records Technicians	\$ 6.25 to 10.00	\$ 6.44 to 16.30	\$ 6.75 to 18.00
Nurse Aides	\$ 7.00 to 10.00	\$ 7.00 to 11.75	\$ 8.00 to 11.75
Office Managers	\$ 6.50 to 16.78	\$ 7.50 to 18.22	\$ 8.25 to 20.00
Paralegal Personnel	\$10.09 to 15.14	\$10.00 to 22.39	\$13.00 to 26.12
Physical Therapists	\$ 7.67 to 24.00	\$12.00 to 30.00	\$20.00 to 30.00
Plumbers, Pipefitters, and Steamfitters	\$ 7.00 to 16.66	\$ 8.00 to 29.31	\$14.00 to 30.00
Salespersons - Retail	\$ 6.25 to 8.50	\$ 6.50 to 10.00	\$ 7.25 to 14.50
Teachers - Elementary	\$15.54 to 19.95	\$14.38 to 25.48	\$16.78 to 28.47
Traffic, Shipping and Receiving Clerks	\$ 6.25 to 11.54	\$ 6.25 to 13.07	\$ 7.50 to 17.74
2000 Occupations			
Administrative Assistants	\$ 8.00 to 14.84	\$ 8.00 to 19.18	\$ 8.50 to 21.58
Carpenters	\$ 8.00 to 8.00	\$ 8.00 to 20.00	\$18.00 to 28.77
Computer Programmers, Including Aides	\$ 6.50 to 11.51	\$ 7.00 to 30.00	\$15.00 to 40.00
Cooks	\$ 5.75 to 8.00	\$ 5.75 to 10.00	\$ 7.50 to 12.00
Cost Estimators	\$ 7.00 to 14.38	\$10.00 to 20.00	\$13.00 to 26.00
Dental Assistants	\$ 5.75 to 13.00	\$ 7.00 to 16.00	\$10.00 to 20.00
Farmworkers, Farm and Ranch Animals	\$ 5.75 to 5.75	\$ 5.75 to 8.63	\$ 6.90 to 17.26
General Managers and Top Executives	\$ 9.59 to 9.59	\$ 9.09 to 47.95	\$14.38 to 57.53
General Office Clerks	\$ 5.75 to 10.00	\$ 5.75 to 12.49	\$ 5.75 to 18.00
Graders and Sorters - Agricultural Products	\$ 5.75 to 7.00	\$ 5.75 to 7.00	\$ 6.00 to 8.28
Nursery and Greenhouse Managers	\$ 5.75 to 7.67	\$ 5.75 to 19.61	\$ 6.75 to 28.77
Payroll and Timekeeping Clerks	\$ 6.00 to 11.42	\$ 5.75 to 16.00	\$ 7.00 to 19.00
Purchasing Managers	\$ 8.00 to 24.69	\$10.00 to 31.47	\$10.50 to 39.31
Registered Nurses	\$17.50 to 22.00	\$13.00 to 25.00	\$16.00 to 30.00
Storage and Distribution Managers	\$ 6.50 to 9.11	\$ 7.00 to 22.30	\$10.00 to 24.93
Tellers	\$ 7.00 to 9.05	\$ 7.93 to 12.00	\$ 8.72 to 15.00
Truck Drivers-Light Include Delivery/Route	\$ 5.75 to 10.65	\$ 5.75 to 12.66	\$ 6.11 to 16.25
Truck Drivers-Heavy or Tractor Trailer	\$ 7.00 to 13.00	\$ 7.00 to 15.00	\$10.00 to 16.25
Wholesale and Retail Buyers - Except Farm Products	\$ 6.00 to 11.51	\$ 7.00 to 16.78	\$ 8.00 to 19.18
Wine Fermenters	\$ 6.00 to 9.01	\$ 7.00 to 13.00	\$ 9.25 to 21.00

Occupational Title	Entry Level/ No Experience	Experience/ New to Firm	3+ Yrs. Exp. with Firm
1999 Occupations			
Animal Health Technicians	\$ 5.75 to 8.50	\$ 7.00 to 10.00	\$ 8.50 to 13.00
Computer Graphics Specialists	\$ 9.00 to 9.00	\$ 6.00 to 28.77	\$ 6.00 to 30.00
Construction Managers	\$ 9.50 to 15.00	\$ 9.59 to 27.95	\$17.26 to 31.16
Drywall Installers	\$ 8.00 to 8.00	\$10.00 to 16.78	\$12.00 to 24.75
Farm Equipment Mechanics	\$ 6.00 to 7.00	\$ 8.00 to 12.50	\$10.00 to 15.00
Farmworkers, Food and Fiber Crops	\$ 5.75 to 7.00	\$ 5.75 to 7.25	\$ 6.00 to 8.50
Financial Managers	\$ 6.00 to 21.58	\$ 6.00 to 38.36	\$ 6.00 to 45.55
Handpackers and Packagers	\$ 5.75 to 8.00	\$ 5.75 to 10.00	\$ 5.75 to 11.51
Home Health Aides	\$ 7.36 to 10.71	\$ 7.52 to 12.00	\$ 7.70 to 15.00
Industrial Production Managers	\$10.00 to 15.34	\$10.00 to 31.96	\$12.00 to 34.52
Instructional Aides	\$ 5.75 to 9.91	\$ 6.25 to 11.25	\$ 6.25 to 12.25
Insurance Policy Processing Clerks	\$ 6.25 to 15.55	\$ 7.50 to 19.70	\$ 8.00 to 25.00
Internet Web Site Designers/Developers (Webmasters)	\$ 7.00 to 7.00	\$ 8.00 to 25.00	\$15.82 to 35.00
Janitors and Cleaners – Except Maids and Housekeeping Cleaners	\$ 5.75 to 12.23	\$ 5.75 to 12.23	\$ 6.00 to 13.10
Lab Technicians – Winery	\$ 8.00 to 8.00	\$ 8.00 to 17.26	\$11.51 to 14.00
Medical Assistants	\$ 7.00 to 10.00	\$ 7.00 to 11.00	\$ 7.50 to 13.77
Physicians' Assistants	\$18.00 to 24.44	\$20.00 to 30.00	\$21.45 to 35.00
Receptionists and Information Clerks	\$ 6.00 to 10.50	\$ 6.50 to 12.11	\$ 7.00 to 14.00
Roofers	\$ 5.75 to 8.00	\$ 7.50 to 14.00	\$10.00 to 17.00
Secretaries, Except Legal and Medical	\$ 5.75 to 8.00	\$ 6.00 to 16.25	\$ 7.50 to 18.52
Systems Analysts – Electronic Data Processing	\$18.00 to 18.00	\$19.39 to 33.56	\$23.32 to 40.75
Teachers, Preschool	\$ 6.00 to 17.00	\$ 6.05 to 14.77	\$ 7.00 to 15.54
Waiters and Waitresses	\$ 5.75 to 5.75	\$ 5.75 to 6.75	\$ 5.75 to 7.75
Welders and Cutters	\$ 7.00 to 8.00	\$ 8.00 to 15.00	\$10.00 to 25.00

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Lompoc, CA 93436
Phone: (805) 237-8453

Electrical Workers #413 Training Center
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Lompoc Adult School
515 W. College
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